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ROYAL COMMISSION ON LABOUR.

I N D E X E S

VOLUME IV.

I N D E X

TO THE

E V I D E N C E

GIVEN BY REPRESENTATIVES OF CO-OPERATIVE SOCIETIES AND OF VARIOUS
MOVEMENTS, AND BY PUBLIC OFFICIALS,

TAKEN BEFORE THE

ROYAL COMMISSION ON LABOUR,

(SITTING AS A WHOLE).

I. WITNESS INDEX (ANALYSIS).

II. SUBJECTS INDEX.

III. TRADES INDEX.

Presented to both Houses of Parliament by Command of Her Majesty.
June 1893.



L O N D O N :

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BY EYRE AND SPOTTISWOODE,
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1894.

ROYAL COMMISSION ON LABOUR.

44, Parliament Street, London, S.W.,
February 27th, 1894.

MY LORD DUKE,

I have the honour to submit to you Volume IV. of the Index which deals with the evidence taken before the Commission Sitting as a Whole.

I have been able in this volume to carry out my original plan, which considerations connected with the printing have prevented in the case of the Committees, and publish the Witness Index (or daily analysis) together with the Trades and Subjects Indexes.

I am,
Your Grace's obedient Servant,
GEOFFREY DRAGE,
Secretary.

To His Grace the Duke of Devonshire, K.G.,
Chairman of the Royal Commission on Labour.

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ROYAL COMMISSION ON LABOUR
(SITTING AS A WHOLE).

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* [C.—7063.—I.]

† [C.—7063.—II.]

‡ [C.—7063.—III.]

Name.	Subject Matter of Evidence.	References in Minutes of Evidence.*		References in Digest.†		References in Index.‡
		Nos. of Questions.	Days on which Evidence was given.	Précis.	Index to Précis.	Analysis.
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ROYAL COMMISSION ON LABOUR

(SITTING AS A WHOLE).

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Details of first societies formed about 1829, viz., at Birkacre (Lancashire), Huddersfield, Kendal, Loughborough, but not now in existence (948-50).

Movement of the Christian Socialists in 1850 (951).

Formation of a Co-operative Agency in London in 1851 to promote the sale of the productions of the Working Men's Productive Associations (951).

Opinions and influence of—

Maurice (951);

Kingsley (951);

Ludlow (951);

Vansittart Neale (951-2, 966-7);

Hughes (951).

The London Working Men's Association in 1852 was mainly supported by Mr. Neale, &c. (952); but provincial societies were self-supporting (953).

Society for Promoting Working Men's Associations re-organised in 1852 (953).

At present there are 88 independent productive societies; details of totals, (954-5, 986).

The societies vary in their constitution (956), viz. :—

(a) workers responsible for all the capital, and taking all profit (957-60, 1031-8);

(b) societies of workers assisted by capital from other co-operative societies, &c., the customer sharing profits with the worker (958, 961, 1036, 1039-42);

(c) productive societies as started in the first instance and carried on by private manufacturers (958).

Salary of managers and question of its sufficiency (1079-92).

Documents handed in.

Hebden Bridge Fustian Manufacturing Co-operative Society. 44th Half-yearly Report and Balance Sheet, June 30th, 1892 (941).

Details respecting Society for Promoting Working Men's Associations (951).

Details respecting Co-operative Agency, 1851 (951).

List of Working Men's Associations in existence in 1851 (951).

New constitution and re-organisation of the Society for Promoting Working Men's Associations (953).

Returns relating to Productive Societies, 1891 (955).

Returns for the year 1891.—Productive Societies, Class (a) (959).

The Northamptonshire Productive Society.—Summary taken from "Disposal of Profit" Accounts since commencement 1882 to 1891 and Progress of the Society (960).

Sketch of the Northamptonshire Productive Society (960).

Productive Societies (b), 1891.—Cotton, Linen, Silk, and Wool (961).

Productive Societies (b), 1891.—Boot and Shoe, Leather, &c. (961).

Productive Societies (b), 1891.—Metal Workers, &c. (961).

Productive Societies (b), 1891.—Various (961).

Agreement drawn up by Mr. Neale allowing workers' savings to be added to shares (966).

Rules of Hebden Bridge Fustian Manufacturing Society (966).

Detailed Account of the Members, Capital, Trade, &c., Hebden Bridge Fustian Manufacturing Society (974-5, 979).

Detailed Account of the Net Profits and how applied, and of the Property, Reserve, Insurance, and Stock-in-Trade Funds of the Hebden Bridge Fustian Manufacturing Society (975, 979).

Summary of Totals of Employees' Ledger (975, 979).

Details of 27 selected cases of individuals employed by the Society, with Particulars as to their Interest in the Society (975, 979, 1056).

Sketch of the Leicester Co-operative Boot and Shoe Manufacturing Society (980).

Table giving details of four typical co-operative flour mills, viz., Halifax, Sowerby Bridge, Rochdale, and Oldham (982).

Sketch of the Finedon Boot and Shoe Society (1000). Average wages of workpeople since the time of entering the employment of Society. Embracing Finishers of Clothing, Fustian Cutters, Dyers, Finishers of Fustian, Tailor, Winders, Warper, Tackler, and Weavers (1056).

HEBDEN BRIDGE FUSTIAN MANUFACTURING SOCIETY

Origin of formation in 1870 (962).

Registered under the *Industrial Societies Act* (962).

Objects of the Society (962).

History of its early years, and details of its efforts (962-7).

Disposal of shares (962-9).

Financial details share and loan capital, &c. (967, 969, 975, 987-99, 1011-3).

Rule that no employee is to be on the Committee of the Society (969-71, 1014-7, 1043-51, 1068-78).

Amounts of bonuses paid to labour (962, 971-4, 1056).

Interest on share capital, which is considered a first charge (971-4, 994-6, 1011-3).

Comparison of average wages with average paid by corresponding employers in the district (975-9).

Benefit to workers through continuous employment (979).

Number of workers who are all shareholders (979).

Employs workers temporarily (1013).

Relations between Society and its workpeople (979).

Has had no *strike* or serious trade dispute (982).

Influence upon—

wages; higher than trade union list paid, (983, 1053-4, 1093-9);

continuity of employment (983, 1098-9);

the character of the workman (985, 1028-30, 1052);

quality of goods produced (1100-7).

Relations with trades unions (984).

Proportion of trade with co-operative societies and with other dealers; no difficulty experienced with the latter, (1018-27, 1058-67, 1100-7).

Obtains the greater part of its capital outside (1036).

System more nearly approaches profit-sharing than societies of class (a.) do (1040).

Class of business done (1058-67).

OTHER SOCIETIES, &c. MENTIONED.

Societies.

Nelson Self-Help (weaving) (959).

Finedon (boot and shoe) (959, 1000-10).

Northamptonshire Productive (boot and shoe) (959-60).

Raunds (boot and shoe) (959).

Tingdene (boot and shoe) (959).

Bromsgrove Nail Forgers (959).

Dudley Nail Manufacturing (959).

Brighton Artisans (building) (959).

Co-operative Union (941, 1009-10).

Brixton Builders' Society (1037).

Society at Leicester (1078).

Cord Cutting Association (1095).

Leicester Co-operative Boot and Shoe Society (980).

Boot and Shoe Society at Kettering (980).

Details of four flour societies—

Halifax, Sowerby Bridge, Rochdale, Oldham,

(981-2).

Firm.

Messrs. W. Thomson and Sons, of Huddersfield (958).

Trade Union.

National Boot and Shoe Union (980).

REMEDIES PROPOSED, ADVOCATED, OR OBJECTED TO.

Elimination on co-operative lines of the employing capitalist would remedy the existing conflicts between capital and labour (944-7).

Value of introduction of profit-sharing into private firms (1041-2).

System of pensions under a co-operative scheme much superior to a State-aided scheme (1055-7).

MR. FRANK HARDERN.

Chairman for 10 years, and director for 13 years, of the Industrial Co-operative Society, Limited, Oldham (1108).

Represents a section of the Co-operative Union, Limited, and is Chairman of its Parliamentary Committee (1108, 1221).

Gives evidence on development of co-operation in Oldham (1109).

Opinion as to extension of proposed limitation by the Act of investments to 200*l*. (1121-2).

CO-OPERATIVE PRODUCTION IN OLDHAM.

Population and per-centage of co-operators in Oldham (1109; 1113, 1197-9).

Not more than one member allowed at same house (1109).

In Oldham are five separate and distinct societies (1110).

Details respecting—

Equitable, established 1850 (1112, 1120-1, 1138);

Industrial, established 1850 (1112, 1120-1, 1138);

Crompton (1121);

Royton (1121);

Lees (1121).

One man is permitted to belong to each if he likes (1110-2).

Capital is all withdrawable at call (1114-5).

Details of investments (1115-8, 1130-1, 1168); Rochdale Pioneers referred to (1168).

Hours worked: employees are allowed a weekly half-day holiday (1118-9).

Amounts of limitation of investments of each member, and reason why reduction of capital was necessary (1121-6, 1165-75, 1207-9).

5 per cent. interest allowed on capital (1169-75).

Amount of return during last 21 years to members in form of interest and dividends; probable channels into which the money has flowed, (1127-9).

Financial details of investment by members in house-building; loans by the Societies, (1132-7).

Effect upon the working classes themselves (1148-50).

Functions and constitution of the Parliamentary Committee, which has had under its consideration—

(a) amendment of *Factory and Workshops Act* to abolish sweating;

(b) purchase of leasehold enfranchisements;

(c) discontinuation of property qualifications in election of public bodies;

(d) improvement in sale of patent medicines;

(e) *Food and Drugs Act*;

(f) amendment of *Industrial and Provident Societies Act*, &c. (1221).

Strike in the cotton-spinning district in 1885, on account of employers demanding a 10 per cent. reduction in wages, lasted 13 weeks and was compromised by reduction of 5 per cent. (1151).

JOINT STOCK COMPANIES.

Details concerning the Joint Stock Cotton-Spinning Concerns in Oldham, and connection with co-operative societies; Sun Mill Company instanced, (1138, 1176-8).

Attitude towards trades unions (1139).

Wages are best in Lancashire (1140, 1198-9).

Work-people are unfortunately not shareholders to any extent in the mills which employ them; class who are shareholders, (1141, 1179-80, 1200-6).

Effect upon continuity of employment (1142-4).

Explanation of exceptional circumstances in 1891 (1143-4).

Value of share capital (1145).

Degree of success of the concerns (1146-7).

Attitude of managers of joint-stock mills in the recent wages dispute (1152-4, 1210-1).

No question as to hours of labour has arisen; opinion of employers and employees upon *eight hours' day*, (1155-64, 1212-20).

Failure of the bonus system, and reasons (1176-8, 1181-96).

Documents handed in.

Particulars of Societies in Oldham, 1890 (1009, 1114, 1118).

Summary of investments by Societies in Oldham (1115, 1118, 1130).

Progress of Societies in Oldham in twenty years (1120, 1138).

Surplus capital returned to members by Co-operative Societies in Oldham (1121, 1123).

Summary of cottage building by Societies in Oldham (1132).

Statement of Limited Cotton-Spinning Companies in Oldham (1138).

Summary of shares and loan capital invested by the working classes in twelve Limited Liability Cotton-Spinning Companies (1138, 1146).

MR. EDWARD WILLIAM BRABROOK.

Chief Registrar of Friendly Societies (1222).

FRIENDLY SOCIETIES REGISTRY.

Enumeration of classes of societies dealt with (1223-4, 1251, 1325), such societies being closely connected with the industrial population (1225-6, 1323-4).

Aggregate amount of funds actually invested; with the exception of figures for savings banks, only England and Wales, not Ireland or Scotland, are included, (1227, 1236-40, 1243-54, 1347); made up of total assets of friendly societies (non-collecting), *i.e.*, savings of the working classes, &c. (1228-35, 1241, 1306, 1326-7, 1347-58, 1433-4, 1639-46): collecting societies (1241-2, 1306): other Societies under *Friendly Societies Act*; industrial and provident societies; (1241): building societies (1241, 1463-6): trades unions; loan societies; Birkbeck Building Society; (1242): railway savings banks; trustee savings banks; Post Office savings banks; (1242, 1247-8, 1251-4).

Impossibility of estimating aggregate value of the houses of working classes acquired through building societies (1255-8, 1467-75).

Indirect influence of friendly societies on strikes (1224). Friendly Societies form a test of the prosperity of the working classes (1224).

Explanation of various classes of friendly societies and their objects—

ordinary village friendly society (1259-61, 1266);

affiliated orders (1260-4, 1266);

collecting societies (1265-6, 1304-8);

dividing societies; also called Birmingham benefit societies, Tontines, and slate clubs, (1260, 1267-74);

societies formed in connection with particular employments, and largely supported by employers (1274-83);

public companies and railway companies (1295, 1300);

shop clubs, consisting of the employed alone (1301); societies midway between the ordinary local friendly society and the trade union (1301-3);

benevolent societies (1309);

working men's clubs (1309-12);

specially authorised societies (1313-4);

co-operative societies under the *Industrial and Provident Societies Act* of 1876 (1314-7).

Numbers of members in—

Ancient Order of Foresters (1263);

Independent Order of Oddfellows, Manchester Unity (1263);

All branches of affiliated orders (1263).

Legal definition of a "branch" (1263).

Legal condition of the branches; a complete financial independence, (1266).

Provisions of the Rules for "clearances" from one branch to another (1266, 1435-9, 1476-8).

Description of the arrangements of the Orders bearing upon "Industrial Migration" (1261, 1266).

Elaborate arrangements for travelling relief (1266-7, 1314).

Legal definition of a trades union (1275, 1423).

Power of the Registrar to proceed against companies neglecting to furnish annual returns (1295-300).

Advisability of getting all societies registered (1300-1, 1364-5).

Estimates of annual income and expenditure (1259, 1318-24).

Comparison of average contributions in affiliated orders and in independent societies (1327, 1330, 1572).

Proportion of number of members of friendly societies to total number of industrial labourers in the country (1331-5; 1360).

Return of 25 principal trade unions handed in (1327, 1336-7, 1589).

Abstract of Trade Union returns for England and Wales for 1891 (1337, 1401-6, 1546).

Proportion of females is small (1359-60).

Registry has no responsibility as to auditing of the accounts (1361-3).

Explanation of the term "funds" (1381-4).

Reasons why societies do not register (1283, 1290-3, 1300, 1385-9).

Total number of registered trades unions; steps are now being taken to enforce returns, (1400-6).

Condition of registration for trades unions both of employees and of employers (1407-25).

Comparison of affiliated societies with independent societies showing reason for popularity of latter (1435-9, 1477-8).

Hitherto women's societies have been independent (1440-4); comparison of United Sisters' Friendly Society with a Court of the Foresters' Society (1443). Failures of building societies have recently been frequent; causes, (1430-2, 1454-62, 1609, 1615-6).

SOCIETIES AND TRADES UNIONS MENTIONED.

Friendly, &c., Societies.

Birkbeck Building Society (1242).
Ancient Order of Foresters (1263, 1442, 1476).
Independent Order of Oddfellows, Manchester Unity (1263).
Railway Society (1281).
Bridgewater Ironworks' Society (1282).
South Metropolitan Gas Company (1291-3).
Great Eastern Railway Company (1294-5).
Great Western Railway Company (1295).
New River Company (1295-8).
East and West India Docks (1295).
Stationers' (1301). Gardeners' (1301). Farriers' (1301).
Law Clerks' Provident Institution (1301).
Prudential (1306). Royal Liver (1306). Liverpool Victoria Legal (1306). Royal London (1306).
Portsmouth South of England Grocers' Assistants (1314).
Shop Assistants' National Sick and Out of Employment (1314).
Hope Auxiliary Winter Fund of Painters and Glaziers (1314).
Scientific Dress Cutters (1314).
Liverpool, Birkenhead District, Assistant Pawnbrokers (1314).
National Society of French Professors in England (1314).
Shirt Cutters (1314).
Gentlemen's Servants (1314).
Bankers, Assurance, Solicitors, and Commercial Clerks (1314).
South Side of the Thames Foremen (1314).
Liverpool Clerks' Association (1314).
Manchester Warehousemen and Clerks' Provident Association (1314).
London Suburban Railway Officials' Association (1314).
Metropolitan Foremen Tailors (1314).
Northampton Artisans and Labourers (1314).
Birmingham District Clerks (1314).
Ancient Noble Order of United Odd Fellows, Bolton Unity (1476).
Starr-Bowkett (1645).

Women's Societies.

United Sisters' Society (1440, 1443).
Female Druids (1440).
Female Foresters (1440, 1443).
Female Tents (1440), and mixed Tents of the Order of Rechabites, &c. (1440).
Daughters of Temperance (1440).

Trades Unions.

Portsmouth and Gosport Licensed Victuallers' Protection and Benefit Society, Hampshire (1413).
Hull United Butchers' Association (1415).
Association of Master Engineers (North Staffordshire) (1417).
Hull Smack-Owners' Association (1421).
Borough of Portsmouth and Gosport Cattle Dealers' and Master Butchers' Association (1422).
United Association of Milk Dealers (1423).
Master Lightermen of London (1424).
National Agricultural Labourers' Union (1504, 1596-9).
Friendly Society of Ironfounders of England and Wales (1629-33, 1638).

FRIENDLY SOCIETIES ACT.

Effect of the Act (section 30) requiring a central fund upon the realisation of a more complete centralisation (1266).
Requirements of the Act as regards security of funds and investments (sections 16 and 17) (1284-94, 1375-80, 1389-91).
Rule for compulsory contributions from all workmen employed cannot be registered [section 8(1)], although hitherto deductions from wages agreed to by the employed have been allowed, and have not been considered infringements of the *Truck Act* (1300-1, 1385-8, 1816-20).
Requirements of the Act as regards responsibility for adequacy of contribution in relation to the benefits (1338-46).
Requirements for quinquennial valuation and annual returns [section 14 (f)] (1344, 1392-7, 1501-3); discrepancy in rates of valuation and realised rates of interest, (1445-53).

Powers of the Registrar under sections 14 (6) and 10 (5 b) with regard to the annual returns (1492-500).

OTHER ACTS OF PARLIAMENT CITED.

Friendly Societies Acts (1224, 1241, 1284-7, 1312, 1365, 1378, 1380, 1453, 1493, 1504, 1514, 1534, 1628-9, 1635).
Friendly Societies Act of 1836 (1224, 1242, 1471).
Friendly Societies Act of 1855 (1310).
Friendly Societies Act of 1874 (1224, 1471).
Friendly Societies Act of 1875 (1246, 1301, 1310, 1394, 1427, 1481-3, 1518, 1602-8).
Sir George Rose's Act of 1793 (1261).
Friendly Societies Act, section 30 (1266, 1305).
Truck Act (1300).
Friendly Societies Act, section 28 (1314).
Industrial and Provident Societies Act of 1876 (1314-7).
38 & 39 Vict. c. 60. s. 11 (5) (1340).
38 & 39 Vict. c. 60. s. 14 (1. f.) (1343).
Trade Union Act (1407, 1412, 1504-63, 1628).
Trade Union Act of 1871 (1301, 1508, 1587).
Trade Union Act of 1876 (1423-5).
Building Societies Act of 1874 (1426-32, 1610).
Trustee Savings Bank Act (1490).

Legal Case cited.

Schofield v. Vause under Friendly Societies Act of 1875 (1266).

REMEDIES PROPOSED, ADVOCATED, OR OBJECTED TO.

No more power with respect to enforcing returns, &c., required by the Registrar (1299, 1532).
Suggestion that arrangement be made providing that "dividing societies" should register under the Act (1301).
Collecting societies should be dealt with under separate Acts of Parliament (1306).
Friendly societies ought not to give sick pay in cases of old age, thus practically providing pensions; suggestion that superannuation funds on similar lines to sick funds be established to solve the old age pension question, (1327-9, 1372-4, 1567-82).
Objection to State doles in pension schemes (1564-6); every man ought to put by a sufficient sum yearly to provide for old age (1327, 1372, 1564-5, 1575).
A workman on terminating his engagement with a firm and ceasing membership in the benefit society to receive the surrender value of his contributions (1275, 1366-71).
Rules for registration cannot at present be relaxed or simplified (1398-9).
Suggested amendments in *Building Societies Act* of 1874 (1336, 1426-32, 1479-81, 1484-91, 1610-4).
Clauses in Mr. Ludlow's Friendly Societies Bill of 1874, including building societies in the Act, were abandoned owing to practical difficulties (1481-3).
To prevent building societies receiving deposits at short notice the provisions of the existing law require to be made clearly understood (1610-4).
Trades Union Act requires amending to give the Registrar such power over trades unions as he at present possesses over friendly societies, but not more; present powers of the Registrar; opinion of witness upon the possible giving of a feeling of security to the humbler trades unionist by the fact that annual returns are received by a Government Department, whereas in reality he must bear a certain risk; cases of inaccuracies in balance-sheets cited, probable course pursued by the Registrar, (1504-63, 1628-38); effect upon trades unions of an immediate actuarial valuation (1538-41, 1589-601); opinion upon present state of the law which does not provide for keeping contributions for trade and friendly benefits distinct (1550-63, 1583-8).
Details of recommendations of the Commission on Friendly Societies in 1874 not carried out in the Act of 1875 (1427, 1481-7, 1518, 1602-8).
Desirability of checking the spread of unregistered pension societies; question of legal requirement of an actuarial certificate, (1615-27).

DR. WILLIAM OGLE.

Superintendent of Statistics in the General Register Office (1647).
Gives evidence on the vital statistics of the industrial classes (1648-53).

VITAL STATISTICS OF INDUSTRIAL CLASSES.

Divided into three heads: marriage, birth, and mortality, (1649).

Difficulties experienced by the Registrar-General's Department in compiling detailed and accurate industrial statistics for economical purposes from the inaccurate data which is all that the machinery at present available to the Census Office can produce (1705-35); qualifications of enumerators at present employed (1721-30); question of formation of a department with trained officers to obtain accurate information (1732-5, 5402-3).

Reconciliation of difference in figures relating to numbers of miners given by the Census and by the inspectors (5398-403).

Marriage Statistics.

Tables A. and B. (confined to England and Wales, 1656-7, 1664-5), put in showing average ages of bachelors and their wives in different occupations at time of marriage, ascertained from marriage registers (1654-7); details relating to miners and comparison with textile hands, shoemakers and tailors, artisans and labourers, clerks, shopmen, farmers, professional and independent classes (1658-61); comparison of figures thus obtained with figures brought out by a Government inquiry into the condition of working men in districts of London (1660).

A far smaller proportion of working men and women remain permanently unmarried than of other classes excepting shopkeepers; this result was got by examining schedules for census returns and seeing what proportion in each selected group was still unmarried at 50 years of age (1660).

Marriage rate fluctuates (1) according to the value of exports (1704); (2) according to the amount of employment as shown by trade union returns (1704).

Birth Statistics.

Effects of early marriages upon the ensuing families (1662-3).

The London inquiry proved that the average number of living children living with their parents was excessive (1665).

Statistics of Mortality.

Table C, showing that the excessive birth rate is compensated in part by the very high infant mortality in industrial classes (excluding agricultural labourers, 1670, 1738-9) (1666-9, 1736-9); caused in towns by foul air, by ignorance of young parents, by effect of factory work upon mothers, and by drunken habits of parents (deaths of infants by suffocation and other accidents occur mostly on Saturday nights), (1670, 1737).

Some insurance societies refuse to insure children (1666-7).

Statistics show that, comparing the industrial with the upper classes, the chances of living are as good during middle life, but not so good at the more advanced periods (1671-3).

Table D., showing the comparative mortality of classes; mode of compiling the table (1674-7, 5366-97); (differences are caused by healthiness or otherwise of the occupations, by the purity or otherwise of the air breathed during work, 1674-6); also showing liabilities to fatal accidents (1679-82, 5341).

Table E., showing death rates from phthisis and diseases of respiratory organs (1676-7).

Table F., giving comparative mortality of males from phthisis and diseases of respiratory organs (1678).

Table G., giving number and kind of accidents to coal miners at each age, and also the annual rate at each age per 1,000 living (1682-6, 5338-40); possible explanations of the facts that the death rate is low, and that miners suffer from phthisis in a less degree than those in other occupations (1683, 1687, 5342-65).

Difficulty of ascertaining mortality of soldiers (1688, 5382).

Table H., showing that drink is an important cause in the differences of mortality (1688).

Necessity for taking into account the factor of age distribution (1689-95).

Effect of a few extreme cases upon the general result (1696-700).

Expectation of life generally has lately increased (1701-3).

MR. JOHN MALCOLM LUDLOW, C.B.

Ex-Chief Registrar of Friendly Societies; held position from 1875-91, (1740-1).

Secretary to Commission on Friendly Societies from 1870-4 (1742).

Drew the *Friendly Societies Act* of 1875 (1742).

Interest in social topics dates from 1846 (1743, 1850, 1859-60).

Gives evidence on friendly societies, which has only an indirect bearing upon the labour question (1744-5).

CONDITIONS OF THE WORKING CLASSES.

Great as is the change in the condition of the artisan and working class, both materially, morally, and intellectually, the improvement in public opinion as to the standard of such conditions in even greater (1850-73).

Growth of moral sympathy between the labouring and the artisan classes (1857-62).

Ultimate end of men displaced from their employment by shifting of industry (1874-5).

FRIENDLY SOCIETIES.

Proportion of members who are trades unionists (1745-7).

Effect upon *wages* (1744-5), and upon *disputes* (1744-8).

Bearing upon the labour question of societies for sick, benefit, and superannuation purposes (1745-8, 1751), for travelling relief (1748-50).

Compulsory contribution is a source of friction between employer and employed (1758-67, 1816-20).

Such funds aided by employers are actuarially unsafe (1768-74, 1820-8).

Trades unions must use their funds primarily for trade purposes; sick benefits should be granted secondarily and if the funds permit, (1774-88, 1876-936).

Question of solvency of friendly societies to which the employers contribute (1834-9); the Registry would not permit compulsory contracting out of the *Employers' Liability Act* as one of the rules (1840-3).

Difference in objects of a trades union and a friendly society (1876-8).

Difference between trades unions and building societies (1934-6).

BUILDING SOCIETIES.

Bearing upon the labour question (1797).

Cause of recent failures (1789, 1798).

CO-OPERATIVE SOCIETIES.

Witness favours the principle of including the workers (both distributing and producing) in sharing profits, but points out the danger arising from the selfish tendency towards "divi. hunting" (1800-3).

The development of co-operation has a tendency to become more of a middle class than a working class movement (1804).

Opinion upon profit-sharing; mutual confidence and a fair share in the management given to employees is necessary (1804-5, 1808, 1829-33); instance of its development, Brownfield's Guild Pottery, Limited, which is favoured by the trades unions in the district; shareholders (350 men, women, and children) have subscribed 2,000*l.*, (1804-8, 1831).

ACTS OF PARLIAMENT CITED.

Friendly Societies Acts (1752, 1758, 1790, 1795, 1834, 1839).

Building Societies Act, 1874 (1790).

Truck Act (1817).

Employers' Liability Act (1840).

Industrial and Provident Societies Act (1845).

Trades Union Act (1882).

Legal case cited by Mr. Livesey.

Hewlett v. Allen and Sons; judgment given that compulsory deductions for sick benefit were illegal under the Truck Act and not recoverable; nevertheless the South Metropolitan Gas Company employees were unwilling for any alteration in their case, (1816-20).

SOCIETIES MENTIONED.

Ironfounders (1745-6, 1779).

London and South Western Railway Company Society (1770-4).

National Agricultural Labourers' Union (1775-6, 1883-5, 1889, 1914, 1925).

Amalgamated Society of Engineers (1778).

Miners' Protection Societies (1834-9).

STRIKES AND DISPUTES.

Difficulty of obtaining the facts of a labour conflict experienced by writers in the Social Science Association Transactions (1808-15).

REMEDIES PROPOSED, ADVOCATED, OR OBJECTED TO.

Suggestion that societies (registered under the *Friendly Societies Acts*, but not enjoying their privileges), providing for relief of members out of employment, should now be considered friendly societies (1752-7).
 Amendment of *Building Societies Acts* required to give specific and extensive rights to members, as in the case of friendly societies (1789-97, 1891-3, 1934-6).
 Limitation of deposits might be beneficial, but amount of deposits does not form the chief cause of failures (1798-9).
 Restriction of periods within which the deposits are to be repaid by amending the *Industrial and Provident Societies Act* required (1844-9).
 Witness's opinion upon the possible giving of a feeling of security to the humbler trades unionist that annual returns are received by a Government Department, whereas in reality he must bear a certain risk; question of abolition of registration not to be entertained; no extension of powers of the Registrar required, (1876-936).

MR. WILLIAM HENRY GARDENER.

Registrar of the Egham Free Labour Registry (1937); has handed in copies of all the seven annual reports issued (1938).

EGHAM FREE LABOUR REGISTRY.

A public agency opened in February 1885 as a means of communication between unemployed workmen and employers (1938-40).
 Is limited to residents in Egham of six months (1938, 1940-7).
 Table showing results for the seven years, with total numbers benefited and applying and total expenses (1941-5, 1965-8, 1991-4).
 Organisation is by honorary supervisors, private gentlemen, who hold periodical meetings with witness; management is chiefly in the hands of witness, (1953-4, 1956-60).
 Has communication with other registries (1950, 1961).
 Avoids questions of wages and never sends labour to districts where trade disputes are on; relations with trade unions, (1955, 1962, 1977).
 Employers sometimes give small contributions (1963).
 Asks men for whom employment has been found to subscribe a few pence per week but charges no fee (1963, 1978-80).
 Sends monthly lists of unemployed to employers (1964).
 Has a small loan fund without interest and at the risk of the honorary supervisors (1971, 1984-90).
 Population of Egham (1972).
 Class provided for is chiefly unskilled labour, which has no union (1973-6).
 Payment of expenses of working (1981-3).

REMEDIES PROPOSED.

Affiliation of registries such as at Egham to a central office in the county town for exchange of information to facilitate migration of labour from overstocked districts and as a record to assist emigration (1948-52, 1969-70, 1995-9).
 Registries or public labour agencies ought to be controlled by a representative body (1955), and officers should be paid (1982-3).

MR. T. SMYTH.

Superintendent of the Chelsea Labour Bureau from September 1891 (2000-1).

CHELSEA LABOUR BUREAU.

Details showing that nearly one-fourth of the available working population registered during 12 months (2002-3).
 Object was to counteract the effect of casual employment and of the tendency to substitute machinery and child labour for manual and skilled by organising the unemployed (2003).
 Registers all classes and descriptions of labour and both sexes (2004-5).
 When first started communicated with Egham bureau (2036).
 Relations with trade unions, &c. (2042-4).
 Would not supply labour during a strike (2044a-6).
 Employers appreciate the bureau (2047-8).
 Gives employment in rotation if possible (2054).

Classes for which it is difficult to find employment (2057-61, 2063-71).
 How workmen are obtained (2062).

Documents handed in.

Copies of circulars explaining organisation of the Bureau issued to employers (2004, 2019-20).
 Forms of application (2005-6, 2030, 2055-6), and addressed envelope to return it in (2006).
 Forms of notice of employment (2007-11).
 Provision is made that every applicant shall renew every 7th day; rules handed in, (2011-5).
 Form sent to employer by the Registrar after sending an employee, with attached form to be returned by employer (2016-8).
 Form of register (2021).
 Report of the sub-committee of the Chelsea Vestry on the work of the Bureau for the year 1891-2, showing numbers of employed, &c. through the agency of the bureau; difficulty of estimating, (2021-9, 2049, 2051-3, 2059); and giving details of expenditure (2040).
 Card exhibited inviting application, &c. (2022).

REMEDY PROPOSED.

Similar bureaux to be established in various centres in London, and to have connection through a central office with each other (2031-9, 2041, 2049-50).

MR. TOM MANN.

STATE AND MUNICIPAL CONTROL OF INDUSTRY (COLLECTIVISM).

The Commission issued circulars to all municipal bodies, and the returns received in reply were tabulated by the Staff; the value of the returns, however, was found to be so small that the matter was dropped, (2072-5).
 State and municipal control of industry is the ultimate remedy (2076-8, 2086-8, 2098); necessity for a radical change (2497-514).
 Collectivism as against individualism will—
 (a) prohibit the production of useless or mischievous articles (spurious literature instanced, 2080-2, 2268-74, 2314, 2465-80); public taste to be educated, (2077, 2079-88, 2241-2, 2305-6, 2311-3);
 (b) encourage the economic capacity to consume (2310-1, 2635-6, 3327-41, 3535);
 (c) steady trade (2076, 2098, 2107, 2305-10, 2348-54, 2813-6); provision for times of depression by contributions to trades unions is only a temporary alleviation (2350-2);
 (d) aid the progress of scientific invention, which at present is only developed for immediate extra profit (2089-94, 2322-39, 2451-62, 2489-91);
 (e) organise industries (2304, 2965-70);
 (f) make distribution more equitable (2340-7).
 (g) afford an opportunity for a more perfect development of the individual (2325-7, 2697-701).
 Extension of the trades union movement or of the co-operative movement would assist in bringing about common control as opposed to sectional control (2082, 2096, 2107).
 To assist in the realisation of the ultimate remedy every municipality to at once enlarge its sphere of action (2096, 2098, 2105), certain industries to be at once municipalised, viz.,—
 railways (2098, 2112-28, 2251-2, 2516-21);
 building of public institutions and making of the requisite furniture, clothing, &c. (2098-107);
 docks of the Port of London (2095, 2097);
 land to be nationalised (2098, 2112, 2385-9, 3533);
 impossibility of at present municipalising certain industries, viz., cotton (2094, 2096).
 Alteration in the spirit in which municipalities at present conduct their business required as well as alteration in the law (2105); great improvement in the administrative capacity of public bodies anticipated (2362-3, 2492).
 Facts showing that this economic revolution is already developing; the tendencies should be encouraged by the governmental forces and their speed accelerated by substitution of national for sectional control, (2094, 2108-11, 2119).
 Government departments are far from perfect; competency will only be secured by soundness in public opinion, (2123, 2126); effect of Government management of industry up to the present (2316-21, 2498-505).
 By the time State control is gradually brought about men will do their best from a sense of duty; this moral improvement to first take place in a section of the community, then Government control to be established, (2243-50, 2284-5, 2315, 2321, 2493-6).

Opinions are based upon John Stuart Mill (2249, 2257-65, 2284).

Question of growth of inventions and development of inventive genius under Government management (2089-94, 2247-8, 2266-7, 2322-39, 2451-62, 2489-91).

Application to Government management of ordnance maps (2302-3).

Approval of present tendency to trade syndicates and trusts in themselves as well as constituting a possible approximation to collectivism (2171, 2181-2, 2198, 2203, 2355-64); cases of oppressive trade rings in America show the necessity for organisation; they are a transitory stage of development and must be passed through, (2369-79, 3568-77).

Capitalists would largely disappear ultimately (2343-7, 2365, 2481-8); how to cope with the difficulty of capital in applying the collectivism to small communities (2366-8, 2380-3).

Explanation of the term "municipal control," and the definition of the general proposal with regard to it, (2384-420).

Is approved by many competent business men (2098, 2497-8).

How to purchase out the present employers (2746, 2862-6).

Probable effect of collectivism in steadying production; abstract cases, viz., (a) exports of home manufactures (2796-804), (b) imports of foreign food produce and manufactures (2804-14, 3476-506, 3534-9).

First claim upon the profit would be interest upon the capital employed (2863-70).

Municipalisation of the Port of London.

Is necessary to improve the existing inefficient organisation of the port (2129-31).

Number properly engaged (under probably 1,000 employers, 2136) at waterside or dock labour is 48,000; detailed items making this total, (2132-5); number of sailors on the vessels has not been included (2144).

Enumeration of dock companies (2138).

Numbers of wharves and granaries (2139-41).

Annual tonnage inwards and outwards (2142, 2158-9, 2215); tonnage entering month by month (2146); number of vessels entering the port and employed in the foreign and colonial trade (2143).

Fluctuations of employment; seasons detailed, (2145-6). Average weekly wages of 5 different sections into which the 25,000 dockers may be classified (2134, 2146); no serious clashing with Mr. Booth's tables (2147-8); the difference is entirely due to less employment, not to less skill (2150-2).

The present location and control is responsible for the employment of casual labour and its effects, and must be radically changed (2153, 2157, 2204-7, 2426).

Reasons for concentration (with common control) of dock and warehouse accommodation; description of present methods, (2154-5, 2170-1).

Difficulties in carrying out Mr. Booth's proposals (2156, 2171, 2278-85).

Estimated excess of expenditure owing to the bad arrangements; explanation of causes of the bad arrangements, (2160-5, 2198-200).

Quotations and extracts from various sources showing what attention the matter is already receiving (2166-9).

Maps produced showing the location of the docks and the proposed alterations upon which an engineer's opinion has been taken (2166, 2169-78, 2223-4).

Provision for big ships (2173, 2225-7, 2231, 2295, 2298-9).

Estimated cost of the operations (2179-80, 2184-8, 2228, 2231-5, 2298-301).

Proposal could be carried out either by a dock trust or by a public authority; witness favours the latter, i.e., the County Council, (2171, 2181-4, 2198, 2201-3, 2360-1).

Provision to meet objections to depriving businesses of their water frontage (2185-6, 2229-30).

Effect upon the scour, and effect of the scour upon the bridges, etc. (2172, 2236-40, 2295-7).

Partial consideration of methods of dealing with vested interests and providing compensation (2189-97), and of the financial aspect of the question (2195-200).

Number of workmen displaced (2208-9); such displacement of labour to be met by regulation of hours (2209-10, 2253, 2447-50); in construction (7 years), according to proposed scheme, employment of more men would be necessary; on completion they would be absorbed into other industries, (2211-4, 2253-6, 2421-8, 2445-50).

History of docks (2138, 2216-22).

Necessary on two grounds (a) re-distribution of work (b) re-organisation of employment (2275-7).

Examination of Colonel Birt's objections to the scheme (2286-95).

The first step is a State inquiry in the administration of the port of London as compared with that of other ports (2429-32).

Analogous cases cited to illustrate various points (2171, 2203, 2205, 2228, 2295, 2361, 2433-44).

Capital to be provided from what has been previously saved (2649).

UNEMPLOYED QUESTION.

Hours of labour to be re-adjusted, revised, and reduced, from time to time to provide employment for the surplus population (2209-10, 2308, 2463, 2523-6, 2564-5, 2651-64, 2840-4, 2850-7, 2875-923, 2949-84); no serious difference in principle whether the regulation is by union resolution, or by legislative compulsion (2526-35).

The surplus population is not the greatest difficulty; the fluctuations in trades is the greatest, (2536).

Responsibility is with each municipality (2536, 2613).

Difficulty may still remain even after limitation of hours to eight; further reductions would then be necessary, (2537-43, 2654-6, 2875-86, 3160-1, 3200, 3244).

10 per cent. are unemployed; basis of figures given in memorandum, (2583-6, 2613, 2626, 2702-4, 3143, 3193-200, 3547-50).

Proposal that as an immediate step towards providing work for the unemployed in London the streets shall be cleansed and repaired and the *Public Health Act* properly carried out (2613).

Absorption of unemployed would tend to diminish unsteadiness in (a) habits of life (3153), (b) production (3154-5).

Chief causes of irregularity of employment and extent to which diminution of hours will remedy it (3190-250).

Present depression in the shipbuilding and engineering trades to be dealt with by retaining all the men at present employed, maintaining production, and distributing the work (3524-30).

How to counteract the effect of the shifting of industry from country to country in the process of time; another department of manufacture springs up to take the place of the declining industry, (3476-506, 3531-9, 3557-60).

EIGHT HOURS' DAY.

Tendency is as with nationalisation of railways, but has developed more quickly; advocates of one advocate the other, (2128).

Surplus labour under the Dock scheme to be provided for by reduction of hours (2209-10, 2253, 2447-50).

Not to be at present universally enforced by Parliament; trade and local option recommended, (2542-5, 2598, 2651-2, 2847-9, 3036-75, 3380-410, 3417-40, 3506-15, 3561-2).

Practical details respecting local option (2545-60, 2733-40, 3094-8, 3516-7).

Practical details respecting trade option (2562-3, 2741-5, 3076-105, 3358-64, 3518-21).

No provision made for the case of a trade deciding for eight hours and afterwards rescinding the decision (3398-404, 3506-15).

Influence of employers in the matter (2561, 2714-20, 2726-8, 3106-37, 3522-3).

Effects on the above lines would be—

(a) more equal distribution of work, i.e., employment of unemployed (2564-82, 2651-64, 2840-4, 2850-7, 2875-923, 2949-84, 3143-55, 3190-2, 3424-5);

(b) more equal distribution of wages, i.e., higher rate of pay (2564-82, 2662-4, 2887-91, 2910-22, 2954-8, 2984-3003);

(c) stimulating of invention (2660-1, 2878, 3156-8, 3266-8);

(d) increased consuming power (2578, 3152).

Basis of figures given in memorandum on hours of labour as compared with foreign countries (2587-8, 2705-13).

Effect upon—

(a) the employer (2561, 2572-6, 2580);

(b) the trade (2571-2, 2589-93, 2842-4, 3144-55, 3251-300, 3342-53, 3403-4);

(c) foreign competition (2594-6, 2630-3, 2815-39);

(d) capital and profit (2617-50, 2923-48, 2958);

(e) strikes (3127-35);

(f) health of present and future generations (3163-77, 3373-8).

Advocated by working men owing to a desire for more leisure (2597, 2840, 2887, 2950, 3424); probable use of this leisure (2597-8); consideration of the drink question (2677-85, 2691-6).

Breaking of the law, *i.e.*, overtime, to be punishable by fine or imprisonment (2601-6, 2611-2, 2672-3, 2738, 3396, 3564).

No restraint to be placed upon the spending of leisure, except prohibition of work at the means of livelihood (2607-8).

48 hours per week to be the maximum; at some trades six hours per day will be sufficient; distinction between an hour of work and an hour of duty. (2608-10, 2845-6, 3178-89, 3354-7, 3390, 3394-7, 3427-40).

Overtime to be worked only in emergencies agreed upon by a local council of employers and workers (2602-3, 2611-2, 2665-76, 3073, 3396, 3564); agricultural seasons taken as an exception (2738, 3396, 3411-6, 3563-4).

International congresses have agreed upon State control and an eight hours' day (2713).

A national, not an international, movement only required at present (2729-32).

Cases of countries which have an eight hours' day (3138-42).

Not to apply to work done by people working alone (3365-72).

Corresponding reduction in pay probably not necessary, but question to be left for discussion between employer and employed (3379).

Comparison of attempts to regulate wages and conditions of work in the Middle Ages with what can be done now (3380-7).

Consideration of abstract cases, *viz.* :—

(a) Assuming that the reduction of hours had no effect upon the average output per man and therefore no effect upon the aggregate produce, there would be no absorption of the unemployed and no rise in wages (2887-91, 2894, 2951-3, 3149, 3162-3).

(b) Assuming that the reduction of hours diminished the aggregate produce without diminishing the average wages per man employed, there would be an absorption of the unemployed, whose labour would raise the aggregate produce to at least its normal amount, and possibly a rise in wages by relief of competition for employment (2892-913, 2954-75, 3148, 3190-2).

(c) Assuming that the greater efficiency arising from shorter hours (*i.e.*, a greater aggregate produce) would more than counterbalance the loss of time, there would be no immediate absorption of the unemployed and no immediate rise in wages, but the ultimate effect would be both absorption of the unemployed and rise in wages (2976-3003).

Desirable relationship between employers and employed (2561, 2613, 3059-75, 3551-6).

WAGES.

Labour is not getting its fair share of profits (2567, 2593, 2637-8, 2663, 2915, 2923); statistics given; Mr. Giffen's figures of 1886 considered incorrect, (3004-35).

Average return upon capital embarked in the leading industries (2599-600).

Parliament not to fix a minimum wage to meet difficulties of employers but to provide against the minimum below which men cannot live (2717-25, 3119-26).

Average wage per head has increased during the past 25 years, and although the rate of interest upon capital is less than formerly, the actual proportion of the country's produce that goes as interest is larger than formerly (3019-35, 3540-6).

Effect upon production of transference of a portion of profits from the employer to the employed by reducing hours and thus absorbing the unemployed (3251-300, 3342-53).

Causes and extent of low wages and effect of organisation upon them (3301-19).

OTHER REMEDIES PROPOSED, ADVOCATED, OR OBJECTED TO.

Witness is favourable to profit-sharing and industrial partnership (2685-90, 2858-61).

Witness is favourable to voluntary arbitration but failing that to a State Board of Conciliation and Arbitration in connection with the *Labour Department*

proposed methods of its investigation, recommendation, and reporting, *viz.*, compulsory mediation with voluntary arbitration (2752-5, 2767-82, 2871-4, 3320-6, 3441-56, 3551-6, 3565-7); to be constituted of six representative workers and six representative employers (3457-75); but witness is unable to suggest the penalties for not abiding by the award of the Board (2756-7).

Necessity for improved organisation of industry; sectional control and reduced hours will assist in bringing it about, (2304, 2965-70, 2973-5, 3099, 3201-3).

Formation of a Labour Department.

Formation of a competent labour department would put the principle of Government control over production into practice (2312).

Labour bureaux would facilitate the transfer of men to employments requiring extra labour (2353-4, 2462-4, 2514-5, 3508).

A central office to collect (and disseminate with practical suggestions and forecasts) information respecting industrial fluctuations; this to relieve the distress occasioned by the number of unemployed, (2613-6, 2761, 2783-95).

Establishment of branch offices at each industrial centre (2613, 2783-6).

Competent practical men required (2747-51).

Work done by the present Department, established in 1886, is good but insufficient (2758-60, 2762-6).

MR. SIDNEY WEBB.

Member of the London County Council (3578); lecturer on political economy (3579-80); writer of essays and books on social subjects (3581).

Objection to answer argumentative questions (3722-6, 4068, 4169-75).

Has not yet considered the subject of arbitration (4410, 4503-4).

THE INDUSTRIAL ORGANISATION OF SOCIETY.

That there is a movement towards the assumption of the control of labour by the community is a commonplace; extent to which that control is now exercised; present Factory Acts and Employers' Liability Acts are a new development under a new principle (3582-612, 3956-7); the Ten Hours Bill compared with the Eight Hours Bill, instanced (3596-608, 4089).

This movement is shown in four ways:—

(a.) By Government regulation of private enterprise (3958, 3978-4001);

(b.) By the shifting of taxation more and more upon rent and interest (3958, 3960-74);

(c.) By the absorption of industrial functions by the State or municipality (3958, 3974-7);

(d.) By collective philanthropy (3958-9).

Opinions of—

Nassau Senior (3608, 4082-8, 4095-100, 4247, 4785)

John Stuart Mill (3609-11, 3991, 4106-18, 4125-8);

John Morley (3604, 3612-23, 3661-7);

Cobden (3614, 3657-61, 3793, 3795);

Herbert Spencer (3691, 3787, 3913-4, 3959);

Auberon Herbert (3691, 3913-4);

Bentham (3964-6);

Adam Smith (3914, 3971-2, 4074-7);

Rousseau (3913);

Professor Ingram (4072-3);

Old school of economists (4077-88);

McCulloch (4082-8, 4105);

Greville (4089-94);

Miss Harriet Martineau (4101-5, 4247);

Giffen (4234);

John Bright (4247-9);

Lord Shaftesbury (4248-9).

Changes in views of political economists (3598, 3608, 3633-9, 4105-7, 4137-41).

Increase in municipal organisation, and witness's opinion upon the desirability and directions of such increase (3624-733, 4610-6); instances of (a) the London County Council, who now employ twice as many people as in the Board of Works 4 years ago (3625-6, 3744-5); (b) the British Government running a theatre at Malta (3642-5); (c) the Manchester Corporation deciding to manufacture its own bass brooms (3646-8, 3651); question (with consideration of probable effects) of monopolising and municipalising—gas supply (3629-34, 3864, 3993, 4484-90, 4539-92, 4596-602); the City Council of Philadelphia is the only case where municipalised gasworks were given over to a private company (4571-4).

water supply (3629-33, 3674-5, 3677, 3681, 3683, 3993, 4618-9);
tramways (3629, 3672-3, 3865, 4419-22, 4427);
coining (3681, 3691-2, 3978-9);
bakeries (3674, 3677, 3700-1);
carrying of messages by message boys (3684);
parcels post (3684, 3978-9);
acquisition of land (3702-6, 3865-8, 4019-29, 4207-14);
taxation of land (rent) (3707-33, 4201-6);
London docks; case of Mersey Docks and Harbour Board cited, (3872-81, 4002-15, 4658-63); case of the Bristol Docks (4016-8, 4342-5);
hospitals (3873-4, 3882-5);
railways (4044, 4188-201, 4640-55);
comparison of old and new poor law (3712-26).
Comparative efficiency of private and Government employment (3786-804, 4181-7, 4539-602).
Effect upon the rates of means of acquiring the necessary funds for municipalisation, (3852-912, 4489-90, 4637-9).
Experience of Manchester (3858-61, 3899-901).
Experience of Huddersfield Tramways (3902-12, 4314-21) compared with Bradford (4321-2), and with the London General Omnibus Company (4315, 4323-41).
Witness's belief in the continuity of the present steady movement towards collective socialism, after the acute outbreak of individualism, is based on the connection between socialism (the economic obverse of democracy) and democracy (3913-35, 4030-6, 4061-7); reasons for considering the principle of collectivism the right one (3936-55).
The characteristics marking such a state of society would be—
(a) management by the community (4037-46); appointments to be arranged by extension of the Civil Service (4039-46, 4397);
(b) abolition of rent and interest (4052-61).
America is not a democratic country (4047-51).
The fact that property owned by public authorities has been acquired chiefly by borrowed money to be taken into account in the question of collectivism (4142-68).
Effect of collectivism upon the growth of the mechanical appliances on which industrial progress is dependent, e.g., motives for saving (4163-8).
Causes of the difference in the degree of enterprise in a Yankee, a Bengali, and a Russian (4215-23).
Effect of collectivist régime upon the individual man and upon progress; the best work is not done for money, (4254-8, 4528-38).
Proposed machinery for working municipalised industries (4617-39).
No necessity at present for a law limiting the profits from municipalised industries (4732-3).

THE FACTORY ACTS.

To be extended to abolish the *sweating system* and ultimately homework system by constituting the giver-out of home-work an inspector (3734-45, 4403, 4441-52, 4474-6, 4656-9, 4663-77); Mr. Sydney Buxton's Bill of 1891 approved (3740); details of a case of scarlet fever at a working tailor's (3740).
The *Sweating Committee* had little effect (4441).
Principle of the present code (3582-623, 4121-41).
Suggestion that an amendment be passed to empower a Minister (the Home Secretary) to frame an order restricting hours of labour, etc., in special industries as the need arises (3746-78, 3805-14, 4069-71, 4714-27, 4850-7, 4866-77); present practice as to bye-law power to be exercised where possible (4425-32, 4714).
Good effect upon the industrial condition of Lancashire (3607, 3743, 3805, 4062-5, 4656, 4788, 4791-3).
Attitude of economists towards (3604, 3612, 4089, 4099-107, 4119-41).
To be extended to further protect women labour (4251).
Classes of persons directly and indirectly regulated (4123-34, 4346-55).
Definition of sweating (4472-3).

THE UNEMPLOYED.

Provision of relief works in cases of industrial distress (3784, 3978-9).
Technical instruction of able-bodied paupers (3784).
Is a question of poor law (3785).
Objection to municipal workshops (3785).
Witness's opinion upon the establishment of the *Ateliers Nationaux* (4176-8).

o 78450.

Absorption of the unemployed by shortening hours will immediately raise their standard of life and therefore improve the social efficiency (4267-82, 4298-301, 4760, 4778, 4784-6, 4820, 4852, 4869).
The class which is at about subsistence level has not improved during the last 50 years (4066, 4384, 4700-14).

WAGES.

Necessity for moral recognition by employers of a minimum wage; question of Government interference (3779-83, 4321, 4477-82, 4647); Deptford Victualling Yard cited (3779-81, 3793, 4505).
The London County Council has adopted 24s. as the minimum rate (3780, 3846-51, 4468-71, 4477).
Doctrine of extreme Malthusians (4233-5, 4293-5).
Probable effect of removal of 3 millions out of the 30 millions population (4285-301).
Huddersfield tram-drivers receive 26s. per week (4315, 4321).
Proportion of the total annual product received by wage-earners (4378-84).
Opinion upon piece-work and its effects (4500-2, 4875-7).
Overtime work is costly and inefficient, but owing to rivalry is necessary (4299, 4385, 4595, 4604-6).

EIGHT HOURS' DAY.

Probable effect upon—
(a) Production and the trade (3815-39, 4179-80, 4250, 4266-75, 4734-77);
(b) Unemployed (4179-80, 4267-82, 4298-301, 4602-4, 4734-77);
(c) Wages (4244-9, 4283-4, 4778-81, 4788-90);
(d) Foreign competition (4309-11);
(e) Trade competition (4422-4);
(f) Cost of production (4678-93, 4778-80);
(g) Capital and interest, i.e., diminished profits (4789-7).
A Bill to be practicable and not perfectly rigid (4224-5); not to be universal (4413-9, 4467).
Illustrations of analogous cases and their actual effects—
(a) Case of Victoria (4229-41, 4436, 4694-9);
(b) Comparison of wages before 1850 for long hours with wages after 1850 for short hours (4242-3).
The benefits which have followed shortening of hours cannot be wholly attributed to that shortening (4226-7).
Attitude of economists of to-day towards the question; consideration of probable reasons, viz., (a) the fear that increase of law might induce the stagnation of a bureaucratic régime, (b) the feeling that the relative merits of greater care (1) for women and children, and (2) for men, had not been sufficiently discussed (3608, 4120, 4252-9).
Effect of a double shift system upon machinery, capital, interest, and wages (4259-66).
No serious dangers to be feared but possible consequences to be borne in mind (4307-8).
Requires introducing gradually (4310-3, 4728-32).
To be obtained by law in preference to trades union effort but at the ascertained wish of a national majority of the public—the employed and employers (4356-67, 4413, 4508-9, 4525-7, 4836-49, 4871-7).

Application to—

(a) mining; cases of Northumberland and Durham, (4368-77, 4510-24, 4769-77, 4803-13, 4858-65);
(b) tramways (4302-6, 4419-22, 4427, 4431, 4850);
(c) washerwomen (4423-4);
(d) building (4495-9);
(e) shop assistants; effects of early closing, and precedent of Victoria, (4435-6, 4814-35).
Application of local option to such industries as practicable (4418-9, 4433-40, 4456-65).
Government to arrange the work it requires done so as to counteract the effect of seasonal trade; painting cited as an instance, (4393, 4453-6).
Opportunities to be allowed for varying or altering (4466).
If 10-hour or 9-hour day only required it should be granted (4491-3).
Arrangements for giving notice of overtime to be more stringent, and total worked overtime a year to be limited (4494).
Question of overtime is intimately connected with the question of hours, and should also be left to each trade to decide (4460-2, 4495-9, 4606).

Majority of the workpeople desiring the eight hours fully realise that systematic *overtime* would be impossible (4800-2), but would probably not desire it if they believed it would reduce wages (4798-9).

Periods at which previous reductions have taken place and their economic conditions (4794-7).

Voice of the employers in the matter (4839-49).

OTHER REMEDIES PROPOSED, ADVOCATED, OR OBJECTED TO.

Proposals to diminish fluctuation of employment (4385-93).

Provision expected for the unemployed by municipalisation, and provision necessary after municipalisation (4394-8).

Thorough organisation of employers and employed, and mutual recognition of such, advocated, to prevent strikes (4505-9, 4607-11).

The Labour Department.

To be under the responsibility of the Minister empowered under an amended Factory Act (3755-6, 3762-7, 4399-403).

Details of the New Zealand bureau formed in June 1891 for the transference of the unemployed to districts needing their services; a precedent on which witness's proposal is based, (3840-3, 4403).

Particular work—

- (a) publication of wages paid by every employer; the mass of information at present at the Government disposal to be utilised, (4403-7, 4411-2);
- (b) forecast of coming depressions of trades, &c. (4403, 4483);
- (c) holding of strike inquests (4403, 4410);
- (d) ascertaining of wishes of the workers on the eight hours' day (4413-4, 4525).

MR. SAMUEL BAGSTER BOULTON.

Senior partner in firm of Burt, Boulton, and Haywood, chemical manufacturers and timber merchants, with over 40 years' experience (4878-9).

Member of the Council and Executive Committee of the London Chamber of Commerce (4880).

Chairman of Committee (1889) which investigated a scheme for the formation of a London Labour Conciliation Board and which finally, after 18 months' inquiry, adopted the present scheme (4881-3).

LONDON CONCILIATION BOARD.

Adopted after 18 months' investigation (viz., inquiries amongst employers; consultation with union leaders, with specialists, and with those connected with the dock strikes) by a committee appointed by the London Chamber of Commerce (4881-4).

A meeting of representatives of all trades unions in the metropolis decided to divide the trades of London into 12 groups, each group being represented on the Board by a working man (4886, 4910-2).

Number of trades unions represented (4888, 4974-5).

The Chamber of Commerce furnished 12 representatives (4886, 4910-2).

These 24 were supplemented by Sir John Lubbock (representing the London County Council) and Mr. Fenwick, M.P. (a labour member) (4886, 4911-4).

Methods of procedure and leading principles (4887, 4889).

Instances of assistance afforded

(a) by conciliation:—

- (i) case at Oliver's wharf during Hay's Wharf strike (settlement of existing engagements) (4890, 4946);
- (ii) case between the United Bargemen and Watermen's Protection Society, and the Cement Manufacturers' Association, both of the Medway (settlement of future engagements) (4890-3).

(b) by arbitration (both settlements of future engagements):—

- (i) dispute between the Amalgamated French Polishers, and Messrs. Brinsmead, pianoforte manufacturers, concerning piece-work and day-work (4893-9);
- (ii) dispute between the Amalgamated Society of Watermen and Lightermen of the River Thames, and Messrs. Francis & Co., cement manufacturers (4899-906).

Frequency of cases (4906-8).

All awards have been honourably kept (4891, 4904).

Reasons for constitution of such a board:—

1. absolute equality of representation and voting powers of employers and employed (4909-14);
2. voluntary submission to conciliation and arbitration as regards engagements for future employment (4915).

Failure of arbitration by compulsory powers owing to difficulty of enforcing an award by legal procedure (4915-8); case of Acts in New South Wales, New Zealand, and Nova Scotia, cited (4918-26, 4999-501).

Discussion of the question by the Associated Chambers of Commerce of Great Britain and adoption of similar boards by some chambers (enumerated) (4927-9, 4933-4).

Expediency of arbitrators being experts in the trade which has the dispute (4930-2); opinion of Cardinal Manning (4930), and of Lord Brassey (4930-2).

Criticism of Act of 1867 to establish *Equitable Councils of Conciliation* (4935-8), of Mr. Mundella's more elastic Act of 1872 (4935-8, 4967-70, 5007), and of 5th, *George IV.*, c. 96 (4959), which are dead letters (4966).

Reasons in cases where intervention by the Board has been declined (4951-8).

Distinction between arbitration, conciliation, and mediation (4979-96).

Effect on third parties (5020-7).

Provision for reference to an umpire (4914, 5036-8).

Documents handed in.

Rules and bye-laws of the London Conciliation Board (4884-5, 4914, 4975).

Pamphlet reprinted from the "Nineteenth Century" containing article by Witness on the Board (4884, 5020).

First Annual Report of the Board (4885).

Copy of debate at the congress of the Chambers of Commerce upon boards of conciliation and arbitration (4885, 4934).

Awards in disputes

- (a) at Oliver's wharf (4890);
- (b) between the United Bargemen and Watermen's Protection Society, and the Cement Manufacturers' Association, both of the Medway (4891);
- (c) between the Amalgamated French Polishers, and Messrs. Brinsmead (4898);
- (d) between the Amalgamated Society of Watermen and Lightermen of the River Thames, and Messrs. Francis & Co. (4904).

Copy of Act of the Nova Scotia legislation of 1890 in relation to compulsory arbitration (4918).

REMEDIES PROPOSED, ADVOCATED, OR OBJECTED TO.

Government to recognise voluntarily established boards of conciliation (4939-40, 5031-5); a State Central Arbitration Board not approved (5028-30).

Power to summon and examine witnesses on oath required (4906, 4939-41, 4960, 4980-1, 4984, 4990-3).

Power required to make legally binding awards of voluntarily submitted disputes but not awards of future rates of wages; *Paris Conseils de Prud'hommes* cited, (4939, 4941-50, 4959-65, 4971-3, 4975a-8, 4985-6, 4996-5006, 5008-19).

French Act cited (4977-8).

Boards for special industries advocated (5027).

REV. JOHN GRITTON, D.D.

Formerly secretary, now vice-president, of the Lord's Day Observance Society of London (5039).

Has prepared returns of Sunday work in various industries (5040-1, 5061, 5139-41).

Urges abolition of all Sunday labour where possible (5132-8).

OBSERVANCE OF SUNDAY.

Returns show that there exists considerable variation in the work done on Sunday in various branches of industry (5041-3).

Causes conducing to Sunday work, above the minimum necessary, viz.:—

- (a) theoretical views of the managing engineer in gasworks (5043);
- (b) desire of employed for addition to the week's wages (5043, 5054);
- (c) desire of employed for holiday on Monday instead and thus for greater facilities for drinking (5043, 5074-6);
- (d) economising by employer of the labour of an insufficient number of workmen (5043);
- (e) desire of employer to decrease cost of production (5043-8).

Extent to which the returns are representative; 7,000 did not reply to the 10,000 returns sent out, (5048).
 Case of large firm of shipbuilders and engineers at Newcastle which has totally abolished Sunday work, i.e., employs on Sundays only two watchmen out of the 5,500 workmen (5048, 5053-4, 5067-73).
 Case of men in gasworks at Liverpool scheming, even to the extent of endangering the works, to retain Sunday work (5043, 5049, 5054-6, 5081-91).
 Case of similar determination in gasworks at Stockton (5049-51, 5077-80).
 Case of Sunday work in gasworks at Leicester (5043, 5056-60).
 No cases of employers forcing men unwilling to work on Sundays (5062-3).
 Majority of workers are opposed to Sunday labour (5064-6, 5125).
 Work carried on in iron and steel works excluding blast furnaces is only that of necessary repairs (5092-125); Sunday work in cotton manufacture is also repairs (5126-32).
 Wages for Sunday labour are not recoverable at law (5133-4).

MR. ROBERT WALKER.

Organising agent of the Traders' Defence Association of Scotland (5142-3, 5327).
 Wishes to rebut evidence given by the co-operators (1st and 2nd days) (5144-6, 5152-4).

TRADERS' DEFENCE ASSOCIATION OF SCOTLAND.

Constitution of (5147).
 Objects of (5148, 5154).
 Has members in over 120 towns in Scotland (5149).
 Refusal to state membership and terms of membership (5263-6).
 Originated about 1887 (5150).
 Headquarters are at Glasgow (5151).

REFUTATION OF STATEMENTS BY MR. MITCHELL AND MR. MAXWELL.

Denial of the benefits of co-operation as set forth in questions 46, 144, 227, 299, 307, 309, 316, 370, and of the probable beneficial results of universal co-operation (5144-6, 5152-8, 5182-95, 5228-35, 5292-5).
 Co-operative societies, although registered under the *Industrial and Provident Societies Act* of 1876, are not friendly societies, and should be subject to income-tax (questions 227, 234-6) (5148, 5158-71, 5216-22, 5254-8, 5267-83).
 Denial that 10 to 15 per cent. is saved by dealing at co-operative stores (questions 61, 422); witness's opinion as to how the dividends are obtained, viz., high prices, quality of goods, &c.; tests have been made (5182, 5196-7, 5228-9, 5296-306).
 Criticism of objects of co-operation as detailed in question 699 (5197-205, 5259-62, 5334-7).
 Denial that (question 157) co-operation is conducive to thrift (5205-6, 5210-3, 5307-18).
 Charge that members of co-operative societies join under pressure (5207-10, 5240-53); refusal to mention names (5242-7, 5252-3, 5326-33).
 Denial that (questions 60, 538, 823) the benefits of co-operation are within reach of the poorest (5213-4, 5323-5).
 Denial that (question 449) co-operation is always a success (5214-5, 5319-22).
 Denial that (question 449) co-operation gives continuity of employment (5215-6).
 Denial that (question 421) the accounts are accurately audited (5222-8).
 Denial that (questions 322-3, 414-5, 818-24) little credit is given (5228, 5323-5).

REMEDIES PROPOSED, ADVOCATED, AND OBJECTED TO.

Bill to enforce payment of income-tax on the profits of co-operative societies (5148, 5158-71, 5282).
 Abolition of the dividend given by co-operative societies (5216-22, 5236-9, 5278-91).

MR. CHARLES BOOTH.

Has personally investigated the subject of "sweating" (5404-6).
 Expression of indebtedness to Miss Potter (Mrs. Sidney Webb) and Mr. D. F. Schloss (5469).

THE SWEATING SYSTEM.

Definitions of "sweating," "sweated labour," and "sweater" (5407, 5415, 5473, 5627, 5629, 5744-5, 5760-3); and of "sweating system" (5408).
 Result of personal inquiry in 1889 and of the evidence before the House of Lords Committee (5405-6, 5409) —

- (a) proved, (1) the existence of sweating (5409),
 (2) its connection with helplessness of workers which is chiefly in small workshops (5409, 5416),
 (3) its accompaniment of low pay, long hours, and insanitary conditions (5409, 5416, 5473);
- (b) found, (1) no one system of employment responsible for the evils (5410),
 (2) no one system in which they were always present (5410);
- (c) attack upon a particular class of men as "sweaters" fell through, showing that the cause is deeper than that of connection with character of employers (5411, 5633).

Some systems, e.g., "sub-contract" conduce to oppression more than others (5412-3).

Definition and explanation of "sub-contracting," showing the fallacy of the popular idea of it (5414-5, 5627, 5744-53, 5760-4).

Due to competition amongst workers and competition amongst masters (5633-4).

Cause of (5635-52, 5735-43).

Price of giving out work directly is usually the same as through a middleman (5415, 5561-2, 5628-32).

Measures have been taken to prevent Government sweating; question of advantage in abolishing sub-contracting, (5590-1, 5754-64).

Danger of boycotting sweated goods (5647-52).

PROPOSED REGISTRATION OF WORKSHOPS.

How it will abolish sweating, &c. (5419, 5470-2, 5680-96, 5765-9).

Definition of "workshop" (5419).

Registration to be by the landlord (5428, 5841).

Control can be divided into (a) control of the building, e.g., the owner responsible for sanitation; (b) control of the working hours, e.g., the owner responsible after the tenant for the latter's hours of working, &c., i.e., breaking of *Factory Acts*; advocacy of extension of *Factory Act* to confer this latter obligation upon landlords, (5420-7, 5432-3, 5451-9, 5715-27, 5792-801).
 Definitions of "landlord" and "occupier" (5429, 5602-6).

Form and details of registration (5430).

Extent of inspection by employers and inspectors and increase in staff of latter required (5431, 5445-50, 5453-7, 5460, 5486-9, 5493-501, 5553-60, 5609-15, 5711-4).

Definition of a "factory" (5434).

Classes of industries concerned (5434-5, 5524-6).

Changes in use of the rooms, i.e., gradual abolition of use of workrooms as bedrooms, &c. (5436-44, 5461).

Fines to be imposed (5427, 5447-8, 5451, 5482-5, 5489, 5514, 5560, 5576, 5674-5, 5718).

Issue of a complete and public dictionary of workshops (5460, 5615, 5709-10); and ticketing of each house used as such (5460).

Such a registry would be valuable to industrial statistics and might form the basis of an industrial census (5469, 5616-22); suggestion rejected by the Government for an employers' census (5622-6).

Effect upon cost of production (5462).

Would further facilitate organisation amongst the workers (5463-4, 5472, 5607-9, 5635-53).

General effects (5463-7).

Provisions made in Sydney Buxton's Bill (5468).

Power given to the Home Secretary by the *Factory and Workshops Act* of 1891 to demand lists from an employer of his employees is impracticable (5468, 5474).

No other details to suggest at present (5475-8).

No desire to put an end to domestic work (5466-7, 5479-81, 5571-4, 5678, 5728-32, 5786-91).

Would probably raise rents (5489-93, 5502-6, 5669-73).

No interference with an individual working alone, man and wife to be considered one and to form the only exception (5419, 5438-41, 5483, 5507-14, 5599, 5697-708, 5786-91).

Possibility of persecution of the landlord (5515-23).

Importance of the factor of drink (5524-43).

Variations in wages (5544-8).

No experience with regard to infectious disease (5549).

Effect upon the hours (5550-2, 5770-85).
 Effect of throwing responsibility and onus of sweating upon the employer instead of the landlord (5567-74, 5676-9, 5728-32).
 Effect of throwing the onus of insanitation directly upon the occupier and indirectly upon the landlord; the former deducting any fine imposed from the rent, (5426-7, 5451-2, 5482-506, 5575-82, 5660-8, 5733-4).
 Rents paid (5583-9).
 Use of the term "employer" (5599-601, 5729).
 Effect of factory and workshop legislation on evils of domestic work (5592-8).
 Possibility of employers insuring out of fines (5674-5, 5723-4).

OTHER REMEDIES PROPOSED, ADVOCATED, OR OBJECTED TO.

Education, encouragement of thrift, and all that tends to raise the standard of life, advocated to remedy sweating (5417-8).
 Extension of *Factory and Workshops Acts* to include most indoor employments (5418).
 Prohibition of immigration of pauper aliens would have little effect (5654-7).
 Failure of co-operative workshops in the East End (5563-6).
 Legal limitation of hours would be ineffectual by itself (5658-9).

MR. CHARLES STEWART LOCH.

Secretary of the Charity Organisation Society in London (5802).
 Evidence on administration of the poor law omitted (5835-6).
 Hands in charts dealing with the question of pauperism or relief of distress (5837-9).

LABOUR COLONIES.

The Charity Organisation has investigated the Dutch Labour Colonies; full historical details given, (5840-7), and also Colonies in Belgium (5840, 5847-8).
 Failure of the Irish Labour Colony for prisoners; Prisoners' Aid Societies are better methods (5849).
 Recently adopted experiment by the Salvation Army (5850-2, 5872-4).
 Advantage in limiting the stay in a labour colony (5872-7).

THE UNEMPLOYED AND MEANS OF RELIEF.

Difficulty in defining "unemployed"; cases cited; partial *remedy* is for families to exercise care and foresight to have money in hand acquired in better times to tide them over bad times, (5803-9).
 The tendency at the docks is to increase the permanent staff thus affording less chance of work to casual labour (5810-2).
 Sale of work done under charitable or State agencies is injurious to labour, instance of wood-chopping cited (5819, 5852, 5862-3).
 Per-centage who refuse work when offered (5853-5).
 Question of possibility of estimating number of unemployed in London (5856-61).
 Results of labour in a labour yard or at colonies are extraordinarily small in comparison with results of regular, willing, labour (5847, 5887-90).
 A very large proportion of beggars are not *bonâ fide* cases (5891-2).

REMEDIES PROPOSED, ADVOCATED, OR OBJECTED TO.

Good organisation and co-operation required, not centralisation either of funds or of workers (5816).
 Temporal use of "artificial employment" sometimes of value as a charity; permanent use deprecated, (5812-5, 5829-30, 5834-5), *i.e.*, employment—
 (a) in poor law workhouses or labour yards; details, (5813, 5817);
 (b) in vestry or public authority works arranged to meet the emergency; instances detailed, (5813, 5818, 5820-8);
 (c) in voluntary association works of a similar character; instance cited, (5813-4).
 Measured work (described) (5827-8), and charity (5829-30, 5852) advocated in preference.
 Experience of labour bureaux has been unsatisfactory; Egham and Chelsea bureaux criticised; the difficulty occasioned by seasonal unemployment would be better dealt with by the organisations for the special class of labour involved than by a general labour bureau, (5836, 5864-71).

Objection to municipal workshops (5818-9, 5831-3).
 Question of necessity for creation of a refuge or labour colony to provide for the possible result of a rigorous enforcement of the present sanitary regulations (5878-86).

MR. THOMAS WILLIAM BUSHILL.

Represents firm of Thomas Bushill and Sons, of Coventry (5893).
 Experience of the trade (5894).

THE FIRM.

Is a printing, lithographing, book-binding, box-making, etc., establishment (5895).
 Employs 185 people (no half-timers and no married women), (5896, 5966-7, 6038-41); 79 on time wage (5897, 5955, 6056, 6129-30); 47 premium workers (5897); 59 piece-workers (5897, 6126).
 During the last 12 months 46 have lost an average of three days each (5897).
 Minimum of letter-press printers is 28s., with 7d. per hour overtime (5897, 5940-2).
 Works now 50 hours weekly (trades' union maximum is 55) recently reduced from 54 with no corresponding reduction in wages (5897-8, 6053-5, 6075-8); production has not been lessened thereby (6078-9, 6126-8, 6165-6).
 Reason for adoption of profit-sharing; influence of Mr. Sedley Taylor's "Profit-sharing," (5899).
 Workmen are an average class (5935-40).
 Has had no whisper of a strike (5956, 6027-8); engagements terminated by a week's notice (6044-5).

Documents handed in.

Reports of profit-sharing scheme (1888-92) (5900).
 Copy of deed of security for provident fund (5916, 5919, 6092).
 Copy of rules of the profit-sharing system (5919).
 Anonymous replies to questions issued by the Employers' Consulting Committee (5921, 5933).
 List of specimen provident funds with calculation worked out for 25 years (5925, 6057).
 List of profit-sharing firms (5989).
 List of publications on profit-sharing (5999).
 Copy of manifesto issued by Building Trades Committee (January 23rd, 1890) indicative of policy of trades unions (6025).
 Memorandum on error in report on profit-sharing issued by the late Government (6035).

THE FIRM'S PROFIT-SHARING SYSTEM.

Became operative in 1888 (5900, 5919).
 Steps in disposal of profits:—
 (1) working capital of partners credited with 5 per cent. (5900-2, 5904, 5948, 6066-7);
 (2) fixed sum called "Reserved Limit" credited to partners as a first charge for salaries of management and payment for risk; this sum is not made generally known (5900, 5903-7, 5948, 6131);
 (3) residue equally divided between employees and firm (5900, 5904, 5949).
 Rough description by Mr. Livesey (*question 27,074*, Group C.) is slightly inaccurate (5900, 5925-6).
 Whole of employees are participants, qualifications being (1) membership of the Works' Sick Club, (2) request to participate (5908, 6038-43).
 Amount of distribution is according to the week's wage (5909).
 Method is payment of one-third in cash through an individual account in the Savings Bank, two-thirds to provident fund (5910, 5944, 5948-50, 6062, 6132-44).
Employés leaving are credited with bonus for the number of full months worked, to be paid at the proper time or at committee's discretion; rules for withdrawal of provident fund, *i.e.*, on attaining 65, after 25 years' service, on marriage, at death, after leaving, (5913-5, 6003, 6046, 6049-52, 6104-21).
 Forfeiture of provident fund follows embezzlement; disposal of fund, (5912, 5960).
 Details as to interest and security on the provident fund (5916, 5945-7, 6091-103, 6172).
 Hints given by Mr. Rawson's "Profit-Sharing Precedents" (5916, 5965).
 Management of the fund (5917-8).
 Provision for termination (5919).
 Consulting committee of the *employés* issued forms to be filled in anonymously giving opinion on profit-sharing; details of replies received, (5920-5, 5927, 5933-6, 5955, 6056).

Information as to financial results (5925, 5927-8, 6057-63).
 Satisfaction of employees with the audit (5927, 5929-32, 5960-3).
 Bearing of provident funds on national old-age pension schemes (5943).
 Reasons for retention of provident funds; experience of Ross and Duncan, engineers, Glasgow (5944).
 Benevolent Fund to provide in case of death of a recently employed participator (5952).
 An annual sum written off profit and loss to build up a fund for insurance against possible fluctuation of a bonus, owing to bad debts (5953-4).
 Effect upon wages (5955-6).
 Opinions of Mr. D. F. Schloss in "Methods of Industrial Remuneration" (5955, 5976-7, 5983, 6000, 6025).
 Opinions of trades unions upon the system and attitude of the firm towards trades unions (5956-7).
 System stimulates good fellowship amongst employees (5958).
 Advantages from employers' point of view, economical gain, &c. (5959-64), moral gain, &c. (5964).
 Improvement in tone among the workers (5964).
 Disadvantage of increase in clerical work (5965-9); a half-yearly balance is required (5970).
 Typical satisfactory and unsatisfactory incidents (5971-2).
 Effect upon notices of termination of employment (6047-8).
 Deficiencies would not be carried forward to the next year (6064-5).
 Effect upon the capital of the firm (5969, 6068-9).
 Limit of interference in the firm's business allowed to the men (5918, 5959, 6082-3, 6146-56); instance of a co-operative watch-making society in Coventry (6157-64).

PROFIT-SHARING SYSTEM.

Definition of "profit-sharing" (5973-6).
 List of the present known profit-sharing firms (5977, 5989-94, 5997).
 Enumeration of the sorts of participation, viz., surrender (5977-8); stimulus (5977, 5979-82); non-practical (5977, 5997); deferred (5977, 5984); bribe or anti-unionist (5977, 5983, 5997); minus (5977, 5985); stock-broking or advertising (5977, 5986-8, 5997).
 Is adaptable to most industries, including those working piece-work which, however, is of itself an incentive to zeal (5995-7, 6070-4, 6122-5).
 Reasons for non-success of certain cases (5997).
 Chief methods advocated:—(1) reserved limit basis, (2) per-centage basis (5998-9, 6125).
 List of publications on profit-sharing (5999-6000).
 Not an efficient substitute for trades unionism; the two systems are desirable supplements of each other, (6001-8).
 Advantage of the system over trades unionism in respect to high wages and amount of work done (6009-14).
 Advantages over co-operative production (6015).
 Value of a partner's work (6016-8).
 Social influence of the employer (6019).
 Distinction between profit-sharing and gain-sharing (6020-1).
 Further possible developments of the system, e.g., a limited liability company (6022).
 Shows the development of the new social spirit and has the advantage over municipalisation of being immediately practicable and of not superseding individualism (6023, 6080-1).
 Is not an end but a means for elevating the lot of the workers (6024).
 Distinction between profit-sharing and industrial partnership (6084-90).
 How the workers share losses as well as gains (6143-5).

OTHER REMEDIES PROPOSED, ADVOCATED, OR OBJECTED TO.

Need for the workman to study economics to learn that limitation of produce is not a good thing and that profits are not infinite (6025); policy and attitude towards employers of many present trades unions is to be regretted (6025-6).
 Need of thrift and temperance (5910, 5944, 6026).
 Clearness as to legality of a claim for recovery of bonus and as to priority of claim as a first charge is necessary (6029, 6093-4, 6098).
 Amendment of Post Office regulations to enable a man to have a personal account in the Savings Bank as well as a provident fund in his name there (6030-4).

Establishment of a well-organised Labour Department to register labour statistics; insufficiency of present staff, (6035-7).
 Effect of reduction of hours would not be absorption of unemployed in such trades as witness's (6167-71).

REV. WICKHAM TOZER.

Represents Ipswich Labour Bureau (6173-4).
 Gave advice and help at the starting of the Chelsea Bureau (6287-94).

IPSWICH LABOUR BUREAU.

Started in 1885 (6175-6).
 Managed by witness with the assistance of a paid clerk and help while away (6177-81).
 Reason for witness originating the Bureau (6181).
 Numbers of cases dealt with (6182, 6232-8, 6328-40, 6370-86).
 Deals exclusively with men (6239-40).
 Population of Ipswich (6183-4).
 Is not confined to Ipswich (6185-6, 6189, 6285-6).
 Method of working (6187-94, 6199-200).
 Form of application by men, with certificate of character to be signed by the last employer (6187, 6199, 6261-7).
 Form sent to employers recommending a man (6187).
 Form sent to employers if no order on the book (6188).
 No form of application by employers (6190).
 Indexes of names and trades, register and order book (6190-3, 6241).
 Relations of supply to demand vary (6194-8).
 Investigation of characters of applicants (6199-200).
 No fees are received; witness defrays expenses himself, but accepts subscriptions, (6201-4, 6207, 6230-1).
 Advantages of such institutions to the public, to the unemployed, and to the employer (6205-7).
 Relations with similar bureaux (6209-11).
 Numbers (in classes) of applicants (6242-9).
 Effect is not to render a man less painstaking in trying to obtain work (6259-60).
 Disposal of the workpeople without characters (6267-70), and the semi-idiot class (6319-27).
 Never deals with wages, but requires the average wages to be stated on the application form as a guide to the bureau (6271-4).
 Does not supply labour during strikes; experience from having unwittingly done so, (6275-6).
 System of advancing railway fares (6358-69).

REMEDIES PROPOSED, ADVOCATED, OR OBJECTED TO.

All men ought to be trades unionists (6205).
 Establishment of a bureau in every centre of population and affiliation with a Government labour department or clearing house; expenses to be taken from local rates, (6208-9, 6212-29, 6250-8, 6267-8, 6277-84, 6288-319, 6341-57).
 Woman labour ought to be dealt with by the public bureau (6240).

MR. EDWARD THOMAS SCAMMELL.

Hon. Sec. of the Exeter and District Chamber of Commerce (6387).

NATIONAL LABOUR BUREAU.

First idea was formation of a National Labour Registry which should (1) be self-supporting, (2) not interfere with existing trade organisations or private registries, (3) not be concerned with wages nor (at first) character, (4) assist charitable societies, (5) be brought about by means of Commercial Associations (6388-9, 6392-3).
 Attitude of Chambers of Commerce towards such a scheme (6389).
 Labour leaders and promoters and authorities of registries have been consulted (6389, 6393, 6424).
 Modification of this idea was the National Labour Bureau to be an extension of the Labour Department, Board of Trade, in affiliation with the Emigrants' Information Department and the Factory Inspectors' Department, to disseminate information on labour questions (issue of an official journal), and to register unemployed labour (establishment of free registries in every centre of population); no wages questions to be dealt with; no interference in disputes; to be supported by the rates and taxes; practical questions of working considered, (6392-427).
 How the question is being dealt with in America, in France, and in Germany (6392).

Documents concerning the Young Men's Christian Association, the Polytechnic, and the Salvation Army, handed in (6389).

Details of working of the Young Men's Christian Association registry (6389-91).

Details of working of the Polytechnic labour registry and clearing house for unemployed (6391-2).

Details of working of the Salvation Army labour exchange; a branch was opened in Melbourne during the great labour distress in Victoria 10 years ago, (6392).

DR. ELGIN R. L. GOULD.

Statistical expert for last 5½ years in the United States Labour Department, a position immediately in rank below the administrative officers, Commissioner, and Chief Clerk; also lecturer on social science and statistics in the Johns Hopkins University (Baltimore), &c. (6428-9).

Scope of duties (6439).

Came to Europe on a special mission four years ago (6439-40, 6443).

Is personally very favourable to labour organisations (6609-10).

Is now completing an inquiry into the housing of the working classes, and has been studying the aspects of the Scandinavian liquor legislation (6477, 6611, 6705).

Opinion upon a proposal to create in England a Board of Industry (with a Minister), one half being the existing Board of Trade with its several departments (railway, commercial, &c.), the other half being a Board of Labour with the existing Labour Correspondent Department and additional departments (statistics, arbitration, agriculture, &c.); the chief of the labour bureau should have nothing to do with State arbitration, (6763-96).

THE FEDERAL ORGANISATION.

Was first created (in 1885) as a bureau of the Interior Department (6431), but in 1888 was made an autonomous institution (6431, 6781-6).

Details of organisation, viz., 6 Cabinet departments, and 12 statistical agencies, i.e., 11 Federal bureaus with different functions and secretaryships and the Labour Department (6431).

Has never been appealed to in *labour disputes*; would only interfere where several States are involved, (612-4).

NATIONAL LABOUR DEPARTMENT.

Must be distinguished from the Bureaus of the State Departments and the other statistical agencies with which it has no organic connection (6430, 6502, 6573-4).

Is intermediate between a Cabinet Department and a statistical agency (6431).

Is not represented in the Cabinet; reports direct to the President and Congress, (6431).

Was created in 1888 (6431).

Duties of the Commissioner as defined by the law of June 13th 1888, (a) generally (6431-2), (b) specifically (6432-6).

The Commissioner, first appointed under Mr. Arthur (i.e., before the Statute), has always been re-appointed; necessity for the elimination of all political influence, (6435-6, 6529-32, 6781-6).

Staff in the year 1891-2 consisted of 75 permanent (55 composing the interior staff and 20 the exterior staff) and 34 temporary clerks (6437-9).

The staff is appointed by the Commissioner, but all must be certified by the Civil Service Commissioner; the only dismissals have been for inefficiency, (6529-32).

Annual appropriation required, exclusive of printing of reports; details for the year 1891-92 under the heads of (1) salaries (of permanent staff); (2) miscellaneous (subsistence and travelling expenses of the exterior staff, and salaries of temporary staff); (3) rent; (4) library; (5) stationery; (6) postage abroad; (7) miscellaneous printing and binding; (8) contingent expenses (sundries of all kinds), (6441-4, 6628-9).

Congress gives special appropriations when ordering special inquiries (6444, 6477).

A special appropriation is given for printing and binding reports (6467-9, 6623-9).

Did not influence the McKinley tariff, or the inquiry into its effect (6446, 6512, 6601).

The clause empowering the Department to interfere in *labour disputes* to bring about a settlement has thus far been inoperative (6432, 6451-2).

Presents facts only; never makes specific recommendations; public information is given; private advice may be offered, (6457-8, 6508, 6612, 6669-72, 6798-9).

Present and probable (i.e. desired) relations with the Census Commission (6518-24, 6697-704, 6729-38).

Influence of the bureau is moral, educative, enlightening, and not propagating and reproving; since it increases the intelligence of the labouring class it must add to its efficiency; the Department is also emancipating statistics from a position of doubtful accuracy; instance of the development of national organisations for the study, &c. of labour statistics in Austria, Germany, Norway, Belgium; England is rather behindhand, (6550a-9, 6613, 6743-51).

Difficulty of obtaining facts involving business secrets; all inquiries have been conducted without detriment to informants; growing confidence of the employers, (6541, 6597, 6723-8).

Volumes of Reports issued.

Origin of the idea of ascertaining relative costs of production, wages, and living, in different countries; object was in no way political, but purely scientifically statistical; detailed methods pursued by the Department to gain the requisite information, viz., studying of technicalities of the subject by the statistical expert; training of the agents; drawing up of schedules of questions (not for manufacturers or labourers, but to be filled up by the agents after inquiry), and schedules for tabulation; consulting with disinterested specialists; conducting of inquiries by means of the agents both in Europe and United States; verifying of results; eliminating of names, and means of tracing them, (6445-50, 6533-8, 6597, 6600-1, 6827.)

Number of volumes issued in the first five years and cost of printing; all copies are distributed gratuitously; principle of distribution (6466-75, 6619-32).

Choice of annual subjects rests entirely at the option of the Commissioner, Congress having the right of ordering special reports, (6477, 6705).

Annual Reports have been issued on (a) (First, 1884) Industrial Depression in the United States and Europe (6446, 6476-7); (b) (Second, 1885) Convict Labour in the United States (6477); (c) (Third, 1886) Strikes and Lock-outs in the United States (6455-65, 6477); (d) (Fourth, 1887) Social Conditions of Working Women in Large Cities (6477); (e) (Fifth, 1888) Railway Labour (6477, 6482); (f) (Sixth, 1889) Cost of Production in the Iron and Steel Industries (6477); and reports are about to be issued on (g) Cost of production, wages, and living, in the textile industries in Europe and the United States, (h) Investigation of the Building and Loan Associations and Co-operative Banks in the United States, (i) Housing of working classes in large cities, (j) Norwegian and Gothenburg systems of licensing (6477).

Two special reports have been ordered by Congress, viz., (a) Investigation into marriage and divorce relations in the United States from 1867-87, with Appendix relating to Europe; this report has been issued; practical results: Indiana, Michigan and the Western States have taken action (6477-8); (b) Progress of the manual training and trade education in the United States and Europe; will appear in about six months, (6478, 6480-1, 6602-6).

Has not yet had any inquiry into the currency question (6479), nor dealt with immigration statistics (9569-74).

Length of time elapsing before the completion of a report and its distribution (6604, 6614-7).

Number of pages in each of the six annual reports already issued (6618).

Procedure in exigencies where the information collected is needed by Congress at once (6632-41).

Advantages of methods of collection of information by agents compared with collection by post (6692-6, 6736-7).

Assistance rendered to Congress, and information supplied to inquiring correspondents (6797-800).

BUREAUS OF THE STATE DEPARTMENTS.

The earliest labour bureau was established in Massachusetts in 1869 (6484).

List of the 27 States (with the exception of Alabama, all the important industrial States, 6548-9) having bureaux, with titles of the bureaux, date of establishment, when reports published, and title and address of chief officer (6485); 17 bureaux, viz., The Department of Labour, Massachusetts, Pennsylvania, Connecticut, Ohio, New Jersey, New York, Indiana, California, Michigan, Iowa, Maryland, Kansas, Nebraska, North Carolina, South Dakota, and Utah, have purely statistical functions (6485-7, 6495-8); 7, viz., Maine, Minnesota, Missouri, Illinois, Wisconsin, Rhode Island, and Tennessee, add factory and mine inspection to the duties of the Labour Bureau (6487, 6515-7); 1, viz., Massachusetts, has added the annual collection of manufacturing statistics and a decennial census (6488, 6495); 2, viz., North Dakota and Colorado, have added mediation (a distinct thing from arbitration and from conciliation, 6525-6, 6755); (6488-92, 6525-8, 6560-1, 6582, 6642); 2, viz., Idaho and Mexico, have added emigration duties (6492); there is no bureau in Columbia (6804-6).

The Labour Commissioners often mediate in a purely impersonal fashion; mediation in the railway strike of 1886 involving the States of Kansas and Missouri instanced (6490-1, 6566-8, 6754, 6793-6).

Have never had duties granted and then withdrawn (6493-4).

The earlier reports are not all satisfactory owing to (1) lack of resources and ignorance of the true method of statistical investigation, (2) inexperience of the men appointed, (3) political influence, (6496, 6597).

List of annual appropriations (excluding printing) given to 16 of these Bureaus handed in showing increases (6496-500, 6596-7, 6738-9).

There are no organic relations between the States themselves and the Labour Department; details of present relations and of relations desired, (6501-6, 6513-4, 6803).

Frequently recommend labour legislation (6507-8, 6612, 6669-70, 6718).

Practical results of these bureaux (6507-9) (a) upon legislation; detailed instances in Rhode Island, Maine, New Jersey, Michigan, Kansas, Illinois, and Connecticut, (6508, 6597); (b) as an educative influence; case of a voluntary inquiry into cost of production and profits of manufacturers in Connecticut cited, (6508-10, 6538-42, 6545-6, 6578-81, 6599-600, 6825-7); substitution of inquiry by a permanent skilled administrative force instead of by legislative committees; relative values of the two methods, (6511-2, 6706-22).

Some bureaux have coercive authority but rarely if ever exercise it (6509-10).

Necessity for keeping the functions of the bureaux limited, and especially not interfering in disputes by mediation or arbitration or conciliation (6517, 6562-8, 6613, 6754, 6791-6); factory, &c., inspection not to be controlled by a bureau, but co-operating with it when required (6696, 6752-3).

Have investigated unemployed questions (6575-7).

List handed in of every subject of inquiry undertaken in every State up to 1890 (6575).

Relations with the various courts of arbitration (6582-92, 6642-50).

The law is purposely made sufficiently broad to enable the bureaux to deal with any matters (6477, 6593).

Principle of distribution, illustrated by the case of Connecticut (6595).

Increasing value of the reports is shown by the influence upon legislation, by the growing confidence of employers (6597-600).

Issue altogether about 130,000 volumes annually (6620-1).

Attitude of trades unions towards the bureaux (6685-6).

Position of Massachusetts (6738-42).

CONDITIONS OF LABOUR IN THE UNITED STATES OF AMERICA.

There are no national laws upon mine and factory inspection, hours of labour, employment of women, or child labour, hence different States have different laws, and some none at all; where laws do exist they are often a dead letter, (6651-68, 6807-11).

Effect of trusts upon the interests of labour (wage receivers) (6673-84, 6690-1).

Difference in the origination of legislation in America and England (6801-2).

Tendency of the practice of voluntary insurance against accidents to increase (6815-24).

Tendency to minimise the doctrine of contributory negligence (6812-4).

STRIKES AND DISPUTES.

In 1886 an inquiry into the Strikes in the United States that had taken place between 1881 and 1886 was held; after the report strikes practically ceased to exist, since the labour leaders saw the effects upon the labourers themselves and public opinion was educated, (6455-65, 6544, 6550, 6687-9, 6759-62).

Congress takes action upon questions of strikes only when they concern the Federal employees (6459).

Two states—one Colorado—took action in the matter of the creation of arbitration tribunals (6460-1).

Are very largely due (in witness's opinion) to ignorance and misconception of the real facts involved (6545).

In considering the periodicity of disputes the prevalent commercial and industrial facts must be taken into account (6547, 6550).

The Homestead difficulty was brought about by very special causes, such as are not likely to be general (6581, 6607-8).

MR. WILLIAM ALLAN.

Represents the Scotia Engine Works, Messrs. Allan & Co., marine engine builders (6828-30).

Gives evidence on strikes and the eight hours' day (6831).

EIGHT HOURS' DAY.

A 48-hours week (half-holiday on Saturdays, 6843) was introduced into witness's works (employing between 300 and 400 men, 6846) about 12 months ago (6840-5).

Only unavoidable overtime worked since (6847-56).

5 per cent. reduction of wages (paid per day, 6858), was made at first, but was restored after six months (6837-61).

Has resulted in punctuality among the men (6862-5), and has made the apprentices more healthy (6866).

Has increased production and therefore lessened cost (6867-9).

Relations with the men are the very best (6870-2).

REMEDIES PROPOSED, ADVOCATED, OR OBJECTED TO.

The cause of *strikes*, viz., present conditions of labour, must be dealt with; arbitration, owing to the natural spirit of self-interest, is ineffectual, (6832-9).

Abolition of systematic overtime is necessary since it fosters strikes by creating irregularity of employment, and thus increasing the number of unemployed, by producing discontent and physical degeneration (6839).

Piece-work, although not intrinsically evil, must be abolished, since it tends to further discontent and to foment strikes (6839).

MR. ROBERT GIFFEN, C.B.

Assistant Secretary of the Board of Trade in charge of the Commercial Department (6873).

COMMERCIAL DEPARTMENT OF THE BOARD OF TRADE.

By a resolution of the House of Commons (March 1886) was charged with the duty of collecting labour statistics (6874); staff especially engaged upon this work numbers 16 (6875).

Work is done under three heads, viz., (a) wages statistics (6876);—list of publications (6876); general object (6877); unpublished tables in a forthcoming volume handed in (6883-4, 8189); (b) returns relating to trades unions, strikes and lock-outs, and alien immigration (6878); (c) special reports on various labour topics (6879);—list of publications (6879-80).

General object has been to fill up gaps in previously existing knowledge (6881): effects, probable and desirable, upon strikes of the information to be published (8349-56).

Is extending its duties (6875, 7110, 8169-70, 8349).

Work done by Mr. Burnett (6878-9, 6882, 6982, 7000, 8349).

Work of the Department with regard to statistics on alien immigration (7001-4); points to be taken into consideration in dealing with the question of restricting immigration (7005-10).

*Will take up more fully the publication of statistics with regard to production, season trades, internal trade, &c. (7108-38); question of what is needed respecting the building trade as one instance (7113-26, 8189-90, 8194), and the boot and shoe trade as another (7127-38).

WAGES (STATISTICS CONCERNING INCOME).

Explanation (with detailed examples concerning the building trades, railway service, agricultural labour, and domestic service, and with principal general results for the year 1886), of methods (a) of calculating the average yearly incomes of men, women, lads and boys, and girls, by considering the returns on a quantitative basis; and (b) of confirming the results, (6885-912, 8131).

Methods of computation and sources of verification (viz., Dudley Baxter, Leone Levi, income-tax income, &c.) of the next items in an aggregate statement of wages, i.e., approximate total numbers of the manual labour classes and average earnings per head per annum (6913-20, 7095, 7099, 7104-7); estimated average family income (8130-3).

Comparison of figures as above calculated:—

(a.) With Mr. Leone Levi's figures for 1867 and 1884 (6918, 6964-9);

(b.) With Mr. Dudley Baxter's for 1867-8 (6918, 6921-2, 6984, 8139-40);

(c.) With income-tax income (6921-9, 8139-47).

*Desirability of extending the inquiry to the income of the lower middle classes (6924-5).

Allowance is made for want of employment and for short time; hence the tables of general averages have some bearing on the question of the unemployed, (6930-5, 7081-91).

No account has been taken of the residuum, consisting of permanently unemployed, but this is not a serious difficulty (6937-8, 7094-8, 7104-7, 8197-205); other occupations omitted and deductions made (7099-103); the next reports issued by the Department will move more in the direction of supplying this information as to irregularity of employment (7087-90, 8090-7).

Impressions with regard to limits of fluctuation in employment in good and bad times (6936).

Variation in average aggregate money earnings has of late years been very small, although variation in some particular trades (e.g., engineering, shipbuilding, mining, &c.) is very great (6939-41); difficulty of distinguishing the fluctuations in unskilled from those in skilled labour (6941); the tables themselves do not show the fluctuation of employment, but it is supplied by knowledge acquired in compiling the tables and pointed out in the reports on the tables (8189-96).

Impression from the tables that a very large proportion of the working class are earning very low wages; percentage (mostly unskilled, 8126) earning wages below the line expedient for a minimum subsistence (6942-4, 8125-9, 8134); comparison of this percentage with previous periods (8135-7); proportion of agricultural labourers (6944, 8173-88, 8357-60).

Important distinctions:—

(a.) Distinction between working-class income and all other income does not correspond to the distinction between the income of labour and the income of capital, economically speaking (6945-6, 6997);

(b.) These figures of income (i.e., exchangeable income), are not the same thing as figures of production; illustrations (6947-9, 8233-5);

(c.) The amount credited for work done in keeping up the industrial machine, e.g., depreciation, is not really income, since there is no consumption (6949, 8237-49).

† The large proportions of the income (a) saved (numerical instances, with estimated total, 6950) and therefore not consumed (6949, 6951), and (b) derived from foreign investments (estimated total, 6953), would reduce to a very small sum the total

amount available for any socialistic system of a division of the proceeds of the absorption of the productive capital among the whole masses of the community (6949-55, 8148-50).

Comparisons (with examples) with wages of past times showing a great improvement (6956-73), owing to (a) increase of rates, chiefly before 1872, (6965, 6969-73; 8136-7), and (b) gradual substitution of low-paid for well-paid employments (6965, 6969, 8136-8).

Comparison with the United States; facts to be taken into account, (6975-9, 7139-65); criticism (with discussion evoked) of Mr. Carroll D. Wright's figures in his statement in 1884 of wages in Massachusetts and comparison with Great Britain on the grounds of the number of agriculturists in Massachusetts and hence of the unjustifiability of comparison (6975, 7139-58, 8108-24, 8361); present pecuniary condition of farming in the United States (7159-65); examination of statement by witness that "50 per cent. of the American people are engaged in agriculture" (6975, 7141-2, 7151, 7155-8, 8116-20).

Difficulties of comparisons with foreign countries owing to want of classification of the population and other complete data (6974, 6980).

Comparison with France (6980); and with Prussia (figures handed in) (6980-1).

The bearing of these statistics upon strikes mitigates the impression of their effects by showing that the loss of wages in comparison with the total wages paid in the country is very small (6982-4, 8267), but the indirect effects of strikes are probably more important than the direct effects (6984-6, 8267-9).

Annual income and numbers of trade unions (6987-8).

† Estimated items (excluding investment in furniture) of what may be described as savings of the working classes, e.g., co-operative societies, trades unions, industrial assurance companies, and savings banks, (6989-92, 8151): effect of any increase in the present rate of saving on the condition of the working classes would be (1) to increase wages, since it would come into the general market for investment, and would, after a few years, give the working classes the same income for expenditure with the amount saved as capital in addition; (2) to improve the classes morally; and (3) to steady trade: desirability of such increase, (6993-4, 7057, 8151-6, 8250-66, 8270-91, 8362-81): difficulty of investment (8258-66, 8270-86, 8372-81): savings would probably be invested in building (8258-62, 8270-2): connection of the drink question with the question of saving (8287-90).

† Profit-sharing is a scheme in an early stage of development (and witness would not discourage it), being at present experimental, but the figures on wages point to a fundamental difficulty with regard to competition; hence profit-sharing would not prove a solution to the whole problem of increase in remuneration to the working classes, (6995-6, 8157-64, 8298-326).

† Value of such a Blue Book as "Report on Wages and Cost of Production," by Mr. Elliott, but the true mode of getting the information required (both by the working classes and by economic students, (6998-9), is not by Mr. Elliott's method, nor by Mr. Carroll D. Wright's method (cf. his "Cost of Production" issued two years ago), but by such aggregate statements of income as those summarised above (6997-9, 8098-107); the great objection to the American reports is that they deal with a great mass of figures, but do not describe the process of obtaining those figures (7071-7); American plan of collecting data by sending an agent to examine the books of a firm criticised as unsatisfactory (7071-80, 7091-3, 8086-9); confession of failure of the plan to be found in the report on railway labour (7079-80, 7086, 8086-7).

Difficulty of obtaining accurate and reliable information by a statistical inquiry on the cost of living and the working-class budgets; facts ascertained are of doubtful value; by such statistics it has been shown that the proportion of income spent for food diminishes and that for rent and clothing increases as the income increases; to secure the typicality of such budgets the means taken must far exceed anything yet attempted (7000).

Interest on the accumulated capital of the country (8291-7).

* These statements are placed here since the one has an intimate connection with the heading "Commercial Department" and the other with the heading "Wages," but they might with equal fitness have been placed under the heading "Remedies."—G. D.

† These statements are placed here since they have an intimate connection with the heading "Wages," but they might with equal fitness have been placed under the heading "Remedies."—G. D.

REMEDIES PROPOSED, ADVOCATED, OR OBJECTED TO.

In considering a proposed restriction of alien immigration it is necessary to take into account the probable attitude of other countries and the consequent effect upon emigration (7005-10).

Objections to proposed systems of State insurances with reference to old age pensions, but not on the score of equity, because the rich taxpayers are relieved in a much greater degree than the poorer; the State might with equal benefit contribute to infirmaries and hospitals (7014-20, 8326-33).

Principal source of improvement in the economic condition of the working classes is (a) by progress of invention and of education (7056, 8334-5); and (b) by development of the virtue of thrift (7056-7, 8265-6, 8368).

Undesirability of the proposal that the Government should publish forecasts of the probable condition of trade; the facts and data from which such forecasts may be made are already very largely public (7058-70, 8171-2).

Municipalisation and Nationalisation of Labour.

Efficiency of Government work is less than in private enterprise owing to the heavy handicapping by the need for registering and checking and by measures for economy preventing rapid and satisfactory business (7043-4).

Comparison of total expenditure by the local authorities in different years showing that it is not really an increasing amount (7045-55, 8220-32).

Eight Hours' Day.

Is coming of itself and has come in many industries (7021-5); the various returns of the Department show that the general tendency is a diminution of the hours of labour (7011-3).

Probable effect of a legal restriction of hours (to be enforced generally) to eight would be injurious to remuneration (7026-7, 7031-3, 8165, 8336-48).

Doubtfulness of provision of employment for the unemployed, since reduction of production in one trade would mean a relative reduction of remuneration in that trade and in other trades also; instance of relation of unskilled to skilled labour and effect upon the one of strikes by the other (7028-30).

Trade option would be undesirable owing to the consequent diminution of remuneration relative to other trades, and unpractical owing to the difficulty of defining a trade and of keeping a register (7034-7).

Some special industries, such as railways, mining, chemical, and other dangerous employments, could be dealt with by the Legislature on public grounds (7038-42, 8166-8, 8346-8).

Proposal considered on the analogous grounds of the present upholding of the seventh day's rest law by moral enactment (8206-19).

MR. CHARLES FENWICK, M.P., MR. EDWARD HARFORD, AND MR. JOHN ANDERSON.

MR. FENWICK.

Secretary of the Parliamentary Committee of the Trades Union Congress since September 1890 (7166-8).

THE TRADES UNION CONGRESS.

Details of Congresses:—

1st Congress held at Manchester in 1868 (7169-70); 2nd, Birmingham, 1869 (7170); 3rd, London, Parliamentary Committee first appointed, 1871 (7170); 4th, Nottingham, 1872 (7170); 5th, Leeds, 1873 (7170); 6th, Sheffield, 1874 (7170); 7th, Glasgow, 1875 (7170); 20th, Bradford, 1888 (7170-5, 7385); 21st, Dundee, 1889 (7170, 7173-5, 7299); 23rd, Liverpool, 1890 (7168, 7177, 7211, 7278, 7312, 7379, 7390); 24th, Newcastle, 1891 (7210-1, 7299-302, 7312, 7390, 7450); 25th, Glasgow, 1892 (7204, 7209, 7312, 7411, 7417, 7477, 7489).

Has met annually with exception of 1870 since 1868 (7169-70).

Information given in writings of Mr. George Howell, viz., "Conflicts of Capital and Labour" (7170), and "Old and New Trades Unionism": opinions of witness on latter question (7170, 7313-29, 7462-8).

Terms of reference of Trade Union Commission appointed in 1867 (7170).

Decision of the Judges (1867) that combinations in restraint of trade were illegal; popular opinion upon trade combinations, (7170, 7366-70).

o 78450.

Important discussion in 1888 at Bradford on the eight hours' day (7170-7).

Questions considered:—position of unions owing to decision of the Judges in 1867; unprotected state of trade union funds; piece-work; overtime; protection of miners; conciliation and arbitration; national education; labour representation in Parliament; compensation for injuries; eight hours' day; (7170): propagation of trades unionism (7262-3).

Acts criticised:—*Mines Regulation* of 1872; *Arbitration* of 1872; *Criminal Law Amendment* of 1871; *Masters and Servants* of 1867; *Conspiracy Laws*; *Trade Union* of 1871; *Factory Acts*; (7170-6, 7181): *Employers' Liability*; *Eight Hours' Bill*; (7181).

Due consideration not always given to important and complicated questions (7287-8, 7305-9).

Settlement of questions for discussion (7445-50).

Representative capacity and election of delegates who must be *bona fide* workmen (7241-8, 7253-9, 7280-1, 7289-90, 7373-92, 7411-9).

Number of trades unionists has lately been decreasing but this is merely a temporary phase; accounted for by bad trade and hence difficulty in keeping up payments, (7265-8, 7371-2).

Examination of credentials of delegates is conducted by a committee; no particular mode of election of delegates required, (7243-4, 7291-304).

Parliamentary Committee.

Duties with regard to legislation (7178-80).

Instructions have been given upon and measures taken in respect to—

(i.) *Employers' Liability Act*; abolition of doctrine of common employment, and of principle of contracting out, and application of Act to seamen, required; question of insuring out of the Act, (7181-7, 7236-40, 7330-51, 7393-410, 7437-44, 7451-61);

(ii.) *Conspiracy and Protection of Property Act*; clear definition of "intimidation" required, (7181, 7188-203, 7224-35, 7249-52, 7352-65); legal cases under the *Conspiracy and Protection of Property Act* cited—

(1.) legality of trade combinations—

(a.) *Hornby v. Close*; adverse decision of the Judges in the Law Courts upheld by the Lord Chief Justice in the Queen's Bench division (7170);

(b.) *Mogul Steamship Company* case (7363-5);

(2.) interpretation of "intimidation"—

(a.) *Plymouth* case—*Curran v. Treleaven*—before Mr. Recorder Bompas (7188-9, 7228-34, 7359, 7361);

(b.) *Newcastle* case before Judge Digby Seymour (7188-9, 7361);

(unfavourable judgments in (a) and (b) were both reversed by Court of Appeal).

(c.) *Gibson v. Lawson* (7359-60);

(d.) *Glasgow* case, men imprisoned (7361-2);

(iii.) *Eight Hours Bill*; a 48 hours week required; miners to be excepted; optional clause to be inserted; number of delegates voting and abstaining from voting at the last three congresses, (7170-7, 7181, 7204-20, 7269-88, 7305, 7310-2, 7427, 7482-97);

(iv.) *Bill to prevent accidents by certifying persons in charge of engines and boilers* (7422-6).

Action of Committee in conjunction with Parliamentary Committee of the Co-operative Union in dealing with disputes (7221-3).

Question of adding function of propagating trades unionism (7260-4).

Action with regard to overworking on railways (7420-1).

Reasons urged for the abolition of domestic workshops (7428-30, 7509-10).

TRADES UNIONISM.

Explanation of picketing (7249-52).

Opinion of trades unions upon effect of inspection of mines and factories, and of increase in number of inspectors (7430-6).

Question of desirability of giving a more corporate character to trades unions by law (7469-74).

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MR. HARFORD.

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Ultimate object of trades unionism (7521-2).

MR. ANDERSON.

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Corroborates Mr. Fenwick's evidence (7235, 7481).
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MR. HENRY VIVIAN.

Secretary of the Labour Association (7525).
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Effect on strikes (7555-61).
Principle of distribution of profits (7550, 7562-5, 7597-8).
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System secures the best workmen (7567).
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Ultimate aim is extension of principle of co-partnership of the worker in profits to gas companies, railways, canals, tramways, dock trusts, &c.; State and municipal workshops require the voice of the actual worker in the management, (7582-4, 7593, 7615-29, 7648-67).
Recognition of, and all things being equal preference given to, co-partnership societies in public contracts (7585, 7641-7, 7683-4).
Utilisation of funds of ancient guilds to further technical education suggested (7586).
Relaxation of the limitations which prevent trades unions investing their funds in co-operative production suggested (7586-7).
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Functions of a Labour Department (7683).

SIR THOMAS HENRY FARRER, BART.

Former Permanent Secretary to the Board of Trade (7689).
Alderman of the London County Council (7690, 8009, 8023).
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(1) to illustrate the proposals put before the Commission by detailing the actions of the L.C.C.;
(2) to criticise the evidence of Mr. Sidney Webb and Mr. Tom Mann (7689, 7691, 7886, 7890).
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 Difficulty experienced in getting rid of incompetent
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 Objection to municipal provision of work for the un-
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 Present enterprises and past experience of other
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Mr. Tom Mann's Evidence.

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 (2) overcrowding and congestion of traffic by the
 centralisation of docks, and danger of navigation
 (7904, 7971-4);
 (3) L.C.C. is at present incompetent to manage the
 docks; trusts should be in the hands of bodies
 representing the trade; case of Liverpool cited,
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 of labourers in the parks;
 (b) increasing wages to compensate (fair wage clause,
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Is a difficulty which the capitalist system will not meet
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Legal checks to be placed upon fraudulent prospectuses
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 employment caused by failures (7909-11, 7946-8,
 7986, 8049-64).
 Mr. Chamberlain's *Bankruptcy Bill* approved (7909,
 8049).
 Question of censorship of prospectuses (8026-30).
 Labour members in Council and Parliament approved
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Eight Hours' Day (Mr. Tom Mann's Evidence.)

Is inapplicable to employment on board ship, farm labour, and domestic service (7891).

Effect, if an eight-hour day attained its object, viz., prevention of fluctuations, and absorption of unemployed (7891, 7894), on wages of those now employed (7891, 7893), and profits of employers (7891-3).

MR. HENRY MAYERS HYNDMAN.

Wishes to explain the theories, facts, and figures respecting the ideas as to the relations between employer and employed, which he has promulgated among workers with some success for the last 12 years (8382-5, 8407-9).

PRESENT ECONOMIC CONDITIONS.

Present system of production and distribution of wealth is little short of anarchical and rests upon a series of antagonisms, arising out of the economic conditions, between (a.) the social production for exchange and the individual ownership of the means of making the wealth produced; (b.) the wage earners (as a class) and the capitalist; (c.) employers themselves; (d.) thorough organisation and the unregulated exchange of the product; (e.) commodities produced and the money value; (f.) producers and middlemen; (g.) town and country (8386, 8498, 8670, 8718).

Both the manipulation of improvements and the resulting benefit of those improvements pass into the hands of the capitalists and do not benefit the wage-earners in an equal degree, wages being but a fraction of the value imparted to the commodities (8386-93, 8505-9, 8606-55); figures concerning incomes of the working classes (excluding domestic servants and other non-producers) and capitalist classes in proof (8691-716); efficiency of production is not necessarily beneficial to the workers (8671-85).

The present wage-earning system results in commercial crises such as the one at present (the 9th severe depression of trade of this century) with an intensifying of the evils of the system (8396, 8475-8, 8547-8, 8678).

Definitions of *strikes* and *crises* (8396).

Effect of the migration into the towns is mental deterioration and physical etiolation (8403-6); *proposal* that the State introduce free transit for 20 miles round the great towns (8656-69).

Mr. Giffen's figures with regard to wages are optimistic (8406, 8707).

Social conditions of life of the working-man, and question of appreciation of his mode of existence (8464-74).

Degree of competition with America (8417, 8584-92).

Cotton industry affords instances of improvements in production (8410, 8414-6, 8607-9, 8611-2, 8630); question of similar improvements in other trades, industries, and productions (8611-32).

REMEDIES PROPOSED, ADVOCATED, OR OBJECTED TO.*The only remedy.*

A complete re-organisation on a co-operative, instead of a competitive, basis, by which the workers are to obtain control over the means of production (8393-6, 8399-402, 8463, 8478-80, 8497).

The direct effects of the antagonisms caused by the present wage-earning system are *strikes* and *lock-outs*, and these must be inevitable until the complete re-organisation (8393).

Question of appointments to managerships (8483-96).

Question of workmen rising beyond their class (8386, 8494-6, 8500), and of their opportunities for benefiting by their inventions (8386-91, 8505-9); cases of high wages cited (8500-4, 8577-84).

Question of a possible resulting state of indifference (8498-9).

Effect upon the country and upon exchange of production (8549-56).

No antagonisms anticipated (8686-90).

Palliatives.

Adoption of legislation to lessen the difficulties in crises by organising the labour then thrown upon the market, and keeping down any possible rise of wages during the period of depression (8396).

Seeing that the actual producers receive less than one-third (figures quoted; question of rent, 8406, 8510-3) of the total gross income of the country, the proposals of thrift and restriction on population are not palliatives, but probably evils (8406, 8514-6, 8719); question of temperance (8517-8).

Hence State, communal, or municipal, intervention is necessary (8406-7, 8409-17, 8514), the State working harmoniously with the municipality to control all industries; municipalisation (such as of the docks) is advisable in certain directions, but competition must not take place (8428-32).

In the meanwhile palliatives should be adopted:—

- (1.) Legislation of a maximum eight hours' day or a 48 hours' week; probable effect on (a.) the workers, physically and mentally (8410, 8521-3); (b.) the unemployed (8410-4, 8600-5); (c.) wages (8411, 8524-5, 8601); (d.) competition (8411, 8417, 8584-92); (e.) present and improved machinery (8410, 8415-6, 8519-20, 8600); (f.) production (8593-601).

Total abolition of overtime (8528-33).

Objection to trade option (8534-40, 8563-8).

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- (2.) Establishment of a minimum wage of 30s. a week in all State or municipal employment and authorised monopolies (defined) (8418-9, 8422-7, 8526-7, 8569-74).

Effect upon private employment (8420).

Details of an actual necessary expenditure incurred by a family, showing reasons for fixing 30s. a week, (8437-46, 8610).

Present wages, however, not to be reduced (8575).

- (3.) Absolute prohibition of child labour for wages up to the age of 14 (8421, 8433).
- (4.) Enforced payment of equal wages to men and women for equal work or for the same work (8421, 8433).
- (5.) Provision of free meals and free clothes, and eventually free maintenance, for all children up to the age of 14 in Board Schools; details of the system adopted in Paris (8433-6).
- (6.) Schools, as far as possible, to be transferred to the country to check deterioration of vitality, and by means of contact with agriculture to impart a knowledge of that industry, and also to teach other trades (8437).
- (7.) Establishment of co-operative farms in connection with public institutions and the organisation of unemployed labour (8437).

- (8.) The State to take over the working of the railways (a monopoly granted by an unrepresentative House of Commons, 8418-9, 8423-4, 8548, 8562) introducing improved methods; the consequent benefit to go to the community, not to shareholders and directors (8398, 8446, 8448, 8452-3, 8459-60).

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Publications mentioned:

"The Eight-Hour Day: how to get it by Trade and Local Option" (Tom Mann): 2522.

"The Eight Hours' Day" (Sidney Webb and Harold Cox): 4229; 4372; 4477.

Seasonal trade: Government to arrange its work to counteract (e.g., painting): 4393; 4453-6.

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Documents handed in:—

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Persons mentioned:

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Mr. George Mitchell: 1775; 1925.

Publications mentioned:

Recent publications of Labour Department, Board of Trade, on Strikes: 1812.

Strikes and Lock-outs: Social Science Association Transactions: 1808-11.

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Bridgewater Ironworks' (Canal) Society: 1282.

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Documents handed in :

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Further details respecting the Dutch Beggar Colonies.	91	5846 (<i>foot-note</i>).
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 Sir Walter Crofton : 5849.
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 Mr. Nassau Senior : 5846.
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Publications mentioned :

Report, 1886, by Mr. Knowles (H.M. Inspector) 5889.
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Trades and industries mentioned :

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 Charity Organisation Society : 6392.
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Chelsea Labour Bureau: Card exhibited inviting application, &c.	67	2022
Copies of circulars issued to employers explaining organisation.	60	2004; 2019-20
Form of register.	65	2021
Form sent to employer by the registrar after sending an employee, with attached form, to be returned by employer.	64	2016-8
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Report for the year 1891-92 of the sub-committee of the Chelsea Vestry on work of Rules.	66	{ 2021-9; 2040; 2051-3; 2059
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Ipswich Labour Bureau: Form of application by men, with certificate of character, to be signed by last employer.	106	{ 6187; 6199 6261-7
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Pamphlet entitled "New Era" reprint No. 1 (February 1892), "My Labour Bureau," and how it is conducted, by the Rev. Wickham Tozer.	110	6386 (foot-note).
Notes on labour bureaux.	98	5892
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Pamphlet entitled "A National Bureau, with Affiliated Labour Registries, and the Evidence given thereupon before the Royal Commission on Labour by E. T. Scammell."	117	6386 (foot-note).
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Newspapers referred to:

"Daily News": 6389.
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Persons mentioned:

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Mr. Cardwell: 7904.

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Mr. Cheesewright: 2176.

Mr. Milner Gibson: 7904.

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Mr. Lowe: 7904.

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"Ridley's Wine and Spirit Trade Circular," 12th October 1892: 2169.

"Times," 13th August 1892: 2166-9.

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Mr. Acworth: 5823-6.

Sir James Alport: 8492.

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Mr. C. Ansell: 1671.

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Jack Cade: 3951.

Mr. Cardwell: 7904.

Chancellor of the Duchy of Lancaster: 4014.

Mr. Cheesewright: 2176.

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* Names of witnesses before the Commission as a Whole and of Members of the Commission are omitted.

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Mr. William Cooper : 158.
 Mr. Crawford : 7424.
 Sir Walter Crofton : 5849.
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 Mr. Nassau Senior : 5846.
 Mr. Sharp : 5921.
 Mr. Shufflebotham : 6157.
 Adam Smith : 8393.
 Mr. Æneas Smith : 7735.
 Mr. Eustace Smith : 8461.
 W. H. Smith, M.P. : 4595.
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ROYAL COMMISSION ON LABOUR

(SITTING AS A WHOLE).

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- Hours worked (Scotland): 605-8.

Cutlery:

- Mortality of: 1674; D. (p. 120); F. (p. 121); 1678; H. (p. 121-2).

Cycle Trade:

- Boom in: 5959.

- Weekly wages: 6014.

Docks:

Associations and societies mentioned:

Agricultural and Horticultural Association at Deptford: 7557-60; 7571-2; 7595; 7616-8.

East and West India Docks Friendly Society: 1295.

South Side of the Thames Firemen's Association: 1314.

Capital in: 7913.

Competition with wharves: 7975.

Condition of: 4238; 4268; 4658.

Dock strike: 4594; 4881; 4883; 4930; 5020.

Effect on third parties: 5020.

Interference of Cardinal Manning: 4930.

Enterprise in: 2802.

Municipalisation (see Subjects Index under *Municipal Employment*, pp. 62-6).

Objections to present methods in London docks: 4385; 4391.

Parliamentary powers required to make: 2412.

Policy of Dockers' Union: 5643.

Statistics of fluctuations in: 7108.

Dockyard Labourers:

Inefficiency (question of) of Government workshops: 3788-804, 8074.

Opinion upon municipal workshops: 5831.

Tendency to increase permanent staff: 5810-2.

Domestic Service:

Application of eight hours' day to (impossibility): 7891.

Association of Gentlemen's Servants: 1314.

Labour registries, connection with: 2044; 2055; 2058; 2069-70; 5836; 6259; 6289-94; 6297; 6392; 6408-10; 6414-5.

No competing profits in: 6997.

Number of: 8406.

Subject of exchange by—

Not: 6947; 8234; 8406; 8637-8; 8701-2; 8704; 8707.

Hotel keepers: 6947.

Lodging-house keepers: 6947.

Servants: 6947.

Wages of: 6905-8.

Drapery:

Associations mentioned:

Co-operative Wholesale Society:

English: 46.

Scottish: 433.

Lincoln Co-operative Society: 35.

Degree of adaptability to profit-sharing: 589.

Mortality of: 1676; D. (p. 120); E. (p. 121).

Number of co-operative shops: 44.

Proportion to total production: 874-90.

Draughtsmen:

Labour registries, connection with: 1941.

Dressmaking:

Co-operative: 416.

Number employed in co-operative distributive societies: 52.

Scientific dress cutters: 1314.

Dyeing:

Hebden Bridge Fustian Manufacturing Society: 967; 1019-21; 1027; 1036; 1058-67.

Wages paid: 979; 983.

Earthenware:

Number of co-operative shops: 44.

Engine Drivers:

Highly paid: 6941.

Hours of: 7022.

Labour registries, connection with: 6244; 6370.

o 78450.

Engineers:

Application of eight hours' day to: 2568; 2743; 2851-7; 3007; 3290; 4460-1; 4793-4.

Blacksmiths: 2562.

Boilersmiths: 2562.

Designer: 3007.

Draughtsmen: 3007.

Engine building: 2562-3.

Fitters: 2562.

Strikers: 2562.

Associations and societies mentioned:

Amalgamated Society of Engineers (see Subjects Index under *Trade Unions*, pp. 82-3).

Association of Master Engineers: 1417-9.

Attached to corporations: 3908; 4328; 4548; 4583.

Attitude of employers towards municipalisation: 2497.

Attitude towards:

Overtime: 4461.

Unskilled labourers: 1861.

Co-operation in trade: 3315-6.

Degree of versatility of employed: 3510.

Depression in trade: 3524-6.

Effect—

Of development abroad: 3481.

(Probable) of arbitration on a general strike: 3565.

Facility for organisation: 7466.

Firms and companies mentioned:

Messrs. Allan & Co., Scotia (Marine) Engine Works, Sunderland: 6828-30.

Armstrong's: 8074-5.

Fluctuations in trade: 2307; 6930; 6941.

London County Council contract, Thames v. Clyde; 8018.

Municipal powers as regards: 2415.

Relations with London Conciliation Board: 4975.

Skill in trade: 4320.

Statistics on (Board of Trade): 6876.

Sunday labour, abolition by Messrs. Hawthorne and Co.: 5048; 5053-4; 5067-73.

Unemployed, causes of: 3236-8; 3241.

Use of machinery in trade: 2323; 2455.

Wages, increase accompanying decrease in hours: 8411.

Engrosser of Deeds and Documents:

Labour registries, connection with: 2039.

Farm and Dairy Produce:

Associations mentioned:

Co-operative Wholesale Society (England): 46.

Lincoln Co-operative Society: 35.

Scottish Farming Association: 462; 466-75; 479-504.

United Association of Milk Dealers: 1423.

Co-operative production: 7554.

Farm in Stirlingshire: 474; 593-9.

Farmers and Graziers:

Details given in Census: 1715-6.

Duties of Labour Department (U.S.A.) as regards: 6432.

Farmers' alliance party (U.S.A.): 6677.

Lincoln Co-operative Society: 35.

Marriage statistics: 1655; A. and B. (p. 119); 1659.

Mortality of: 1674; D. (p. 120); 1676; E. (p. 121); H. (p. 121-2).

To confer with men as to overtime: 3411.

Farm Labourers:

Application of eight hours' day to (impossibility): 7891.

Division of profits amongst (co-operation): 486-504; 714-21; 725.

Farriers:

Farriers' Friendly Society: 1301.

File Makers:

Mortality of: 1674-5; D. (p. 120); F. (p. 121); 1678; H. (p. 121-2).

Finishing (Fustian):

Hebden Bridge Fustian Manufacturing Society: 967; 1019; 1027; 1036; 1058-67.

Wages paid: 978.

Fishermen:

Inquiry conducted by American Census: 1732.

Liability to accident, degree of: 1679-81.

Mortality of: 1624; D. (p. 120); E. (p. 121); F. (p. 121); 1676; H. (p. 121-2); 1878-81.

Fitters:

Supplied by labour registries: 6193; 6361.

Flannel and Blanket:

Co-operative manufactory at Littleborough: 52.

Paisley Co-operative Manufacturing Society: 412; 462-5.

Value of exports: 3504.

Flour Mills (see *Corn Mills*, p. 96).**French Polishers:**

Amalgamated Society of: 4893.

Furnishing and Furniture:

Application of eight hours' day to: 3290; 3300.

Co-operation: 15.

Co-operative Wholesale Societies:

English: 46.

Scottish: 433.

Great furniture manufacturer in London: 1815.

Municipalisation of (for public buildings): 2098; 2106-7.

Registration of out workers: 3760.

Sweating in: 4656-7.

Fustian Cutters:

Hebden Bridge Fustian Manufacturing Society (see Subjects Index under *Co-operative Societies*).

Gardeners:

Associations mentioned:

Gardeners' Friendly Society: 1301.

Metropolitan Gardens Association (Lord Meath's): 7705; 7735.

Effect of London County Council wages policy upon: 7741.

Hours under London County Council: 7695.

Labour registries, connection with: 1941; 2036; 6243; 6371.

London County Council Employees Labour Union: 7720; 7815.

Mortality of: 1674; D. (p. 120); 1676; E. (p. 121).

Organisation in: 8386.

Provision of work during seasonal trade: 5834; 5864.

Wages under London County Council: 7695; 7719.

Propagators: 7720.

Jobbing men: 7720.

Gangers: 7720.

Park keepers: 7720.

Gas:

Application of eight hours' day to: 4591.

Birmingham Corporation: 7053.

Competition (former) in: 3633; 7932-5.

Effect of—

Introduction of electric light upon: 317; 2489.

London County Council taking over: 7752-3; 7782-3; 7809-14.

Employment comparatively steady: 8189-91.

Gas—continued.

Firms and companies mentioned:

Newcastle Gas Company: 4568.

South Metropolitan Gas Company: 1291-3; 1819; 4601a; 5992; 6080; 7581.

South Shields Gas Company: 4568.

Gas fitters:

Labour registries, connection with: 1941.

Mortality of: 1675.

Profit-sharing: 5992.

Gas stokers: 2657.

Effect of eight hours' day: 2657-61.

Gas Workers' Union: 2657; 4547-8; 7783.

Manchester Gas Strike: 8077-8.

Minimum wage: 8423.

Municipalisation (with probable effects) of: 396-400; 2483-5; 2489; 2498; 3629-34; 3861; 3864; 3901; 3993; 4142-62; 4171-5; 4177; 4484-90; 4539-92; 4596-602; 4618; 4631; 7048; 7896; 7929; 8076-8; 8232; 8483.

Success of profit-sharing in: 5992; 6151.

Sunday labour (see also Subjects Index under *Labour*, p. 57) in, at—

Hereford: 5043.

Leicester: 5043; 5056-60.

Liverpool: 5043; 5049; 5054-6; 5081-91.

Stockton: 5049-51; 5074-80.

Wages (aggregate, coals, and total services) paid by London Gas Companies: 7752-3; 7782-3.

Glass bottle Trade:

Fluctuations of amount of payment of members of Glass Bottle Makers of Yorkshire United Trade Protection Society compared with fluctuations in marriage rate: 1704.

Unit adopted in U.S.A. inquiry into cost of production: 6446.

Glaziers:

Mortality of: 1674-5; D. (p. 120); H. (p. 121-2); 1681.

Grocery:

[Including biscuits, sweets, jam and marmalade, dry soap powder, dried goods, &c.]

Analogy between labour and, as regards disposal thereof: 6189.

Application of eight hours' day to provisioning: 3200.

Associations mentioned:

Co-operative Wholesale Society:

English: 46.

Scottish: 433.

Portsmouth, South of England Grocers' Assistants: 1314.

Co-operative: 15; 5154.

Government manufacture of biscuits: 3993.

Mortality of: 1676; D. (p. 120); E. (p. 121); H. (121-2).

Number of employed: wages: capital: business: profit: and other details concerning Crumpsall Works (Co-operative Wholesale Society): 53-4.

Number of co-operative shops: 44.

Proportion to total production: 874-90.

Reduction in price of: 8622.

Butter (none), 8623-4.

Meat (imported): 8625.

Success of profit-sharing in: 5992.

Grooms:

Labour registries, connection with: 1941.

Handy Men:

Labour registries, connection with: 2023.

Hardware:

Associations and societies mentioned:

Co-operative Wholesale Society: 46.

Hardware—continued.**Chain making, &c.:**

Walsall Bridle Bit Society: 7569; 7671.

Walsall Chain Cast Gear Society: 7569; 7671.

Electro-plate; registration of out-workers: 3760.

Files; registration of out-workers: 3760.

Nail making:

Bromsgrove Nail Forgers' Co-operative Society: 959; 7670.

Dudley Nail Manufacturing Co-operative Society: 959.

Needles: Alcester Needle Society: 7670.

Number of co-operative shops: 44.

Padlocks: Walsall Padlock Society, Limited: 7566; 7568-9, 7596; 7598; 7670-1; 7686.

Hosiery:

Wholesale Co-operative Society (Scottish): 433.

Hours worked: 605-8; 906-16.

Loughborough Co-operative Society: 948-50.

Mortality of: D. (p. 120); H. (p. 121-2).

Hospitals:

Domestic employment in: 6906.

Municipalisation of: 3873-4; 3882-5.

State support of: 7020.

Innkeepers and Inn Servants:

Mortality of: 1674; D. (p. 120); H. (p. 121-2); 1688.

Iron and Steel (manufactured):

Application of six hours' day to iron workers: 2610; 3430.

Associations and societies mentioned:

Bridgewater Iron Works (Canal) Society: 1282.

Friendly Society of Ironfounders of England and Wales: 1629-33; 1638; 1745-6; 1779.

Capital required for: 7653-4; 8495; 8500.

Competition in pig-iron: 8589-92.

Conciliation Board for: 5027.

Distinction between ironfounders and puddlers: 1731.

Effect of a trust in: 6683.

Effect upon, of—

Competition: 4533-4, 4536.

Eight hours' day: 4812-3.

Engineers: 8523.

Export: 7917.

Famillistere at Guise: 7546; 7575; 7619-23.

Fitters: 8523.

Fluctuations in: 6930.

Hours (reduced): 8523.

Import from Pennsylvania or Alabama: 7917.

Ironfounders, effects of machinery upon: 3222-34.

Lye Street Iron Works: 7570; 7670-1.

Municipalisation of: 8483; 8486-7.

Attitude of employers towards: 2497.

Pattern makers, effects of machinery upon: 3224.

Production, increase in powers of: 8632.

Sunday work: 5092-125.

Whitwell and Co.: 5107-18.

Turners: 8523.

Unit adopted in United States inquiry into cost of production: 6446; 6448; 6827.

United States report (6th, 1889) into cost of production: 6477; 6728.

Preliminary report: 6601; 6633.

Wages in (high): 8503-4; 8577-84.

Insurance:

Application of joint stock principle to: 3991; 4108-18.

Jams and Preserves:

Calculation of bonus: 778-82.

Degree of adaptability to profit-sharing: 567.

Effect of co-operation upon seasonal employment: 449; 643-9.

Hours worked: 605-8.

Wholesale Co-operative Society (Scottish): 433.

Number of employed: 449.

Wages paid by day: 453.

Joiners:

Amalgamated Society of Carpenters and Joiners: 1861.

Application of eight hours' day to: 4497-8.

Mortality of: D. (p. 120); F. (121); 1678.

Provision for seasonal distress: 4498.

Representatives of: 7576; 7630.

Labourers (general):

Associations mentioned:

London County Council Employees Labour Union: 7720.

Northampton Artisans' and Labourers' Association: 1314.

Expenditure of: 6693.

Growth of moral sympathy between artisans and: 1850-62.

Hours of park labourers under London County Council: 7695; 7784-8.

Labour registries, connection with: 1941; 2005; 2017-2023; 6243; 6330-40; 6372-82.

Marriage statistics: 1655; A. and B. (p. 119); 1659-60.

Seasonal trade: 5808; 5834.

Provision of work during: 5834.

Wages under London County Council of—

Able-bodied men: 7705.

Labourers: 7715; 7720; 7741; 7798.

Park labourers: 7695; 7784-8.

Road repairers: 7241.

Sweepers: 7241.

Laundresses:

Labour registries, connection with: 1941.

Lawyers:

Non-producing class: 8638; 8705.

Lead Workers:

Mortality of: 1675.

Leather Industries:

Co-operative production: 7554.

Leather Dressers' Society: 7554.

Linen:

Kendal Co-operative Society: 948-50.

Mortality of: D. (p. 120).

Literature:

National Society of French Professors in England: 1314.

Spurious, effect of State control of industries upon: 2080-2; 2268-74; 2314; 2465-80.

State production of: 3993.

Mantle Makers:

Effect of co-operation upon seasonal employment: 449; 649-51; 5215.

Number employed in co-operative distributive societies: 52.

Married Couples:

Labour registries; connection with: 1941.

Ironmongery:

Number of co-operative shops: 44.

78450.

Masons :

Application of eight hours' day to: 4497.
 Labour registries, connection with: 2044a-5.
 Mortality of: D. (p. 120); F. (p. 121); H. (p. 121-2); 1678; 5362.

Matmaking :

Labour colonies, connection with: 5346.

Mechanics :

Application of eight hours' day to: 3119.

Metal Industries :

Co-operative production: 7854.

Millinery :

Co-operative: 416.
 Number of co-operative shops: 44.
 Number employed in co-operative distributive societies: 52.

Mines (Coal)*:

Accidents:
 Degree of liability to: 1679-83; G. (p. 121); 4392-7.
 Doctrine of common employment: 7405; 7431-4; 7441.
 In, Statistics of (Board of Trade): 6881.
 Associations and societies mentioned:
 Miners Permanent Relief Funds: 7453.
 „ Protection Societies: 1834-9.
 Board of Trade Report on Wages (1891): 6876; 7091.
 Broken Hill Mine (Australia): 4699.
 Classes included in the term "miners," distinction of: 1684-6; 1731; 5339-40.
 Clauses regarding, in Nova Scotia Arbitration Act: 4918.
 Conciliation Board for: 5027.
 Conditions of, in:
 Gloucestershire: 1869.
 Somersetshire: 1869.
 Staffordshire: 1869.
 Convict labour in: 6477.
 Decline of tin and copper mining: 3503.
 Effect of allowances upon wages: 6894.
 Eight hours' day: 2529; 2551; 3071-2; 3100-2; 3168-75; 3187; 3755; 3810; 4225; 4368-77; 4747; 4751; 4765; 4803-13; 4877; 7021-2; 7038-42; 8167; 8346.
 Application to:
 Banksmen: 3100.
 Hewers: 3100.
 Miners: 3100; 3430.
 Putters: 3100.
 Cases of Northumberland and Durham: 4510-24; 4769-77; 4858-65; 7275-6.
 Comparison of double shift with three shift: 4519-22; 4772-7.
 Exemption from: 7205-8.
 Facility for organisation: 7466.
 Fluctuations in: 6939-41.
 Inquiry into wages by French *Office du Travail*: 6753.
 Marriage statistics of miners: 1655; A. and B. (p. 119).
 Mines Department: 4402.
 Mortality of—
 Children of miners: 1668.

Mines (Coal)—continued.

Miners (coal), and causes: 1674; D. (p. 120) F. (p. 121); 1678-88; 1694-5; 5338-65; 5374-403.

In—

Derbyshire and Nottinghamshire: D. (p. 120); 1683.

Durham and Northumberland: D. (p. 120); 1683; 1687.

Lancashire: D. (p. 120); 1683.

South Wales and Monmouthshire: D. (p. 120); H. (p. 121-2); 1683.

Staffordshire: D. (p. 120); 1683.

W. Riding: D. (p. 120); 1683.

Miners (Cornish): D. (p. 120); F. (p. 121); H. (p. 121-2); 1687; 5359-63.

Miners (iron), North Riding: D. (p. 120); 5363a-5.

No national laws (U.S.A.) with regard to—

Hours in: 6654.

Inspection of: 6651.

Physical capacity of miners: 1687; 1694-5; 5381; 5394.

Piece-work: 4877.

Protection of miners:

Discussed at trades union congress: 7170.

Effect of Kansas Bureau upon: 6508.

Statistics of production:

Available: 7111-2.

In: 6920.

Music :

State production of: 3993.

Nail and Chain making :

Report in (H. C. paper 385) in 1888: 6879.

[See also under *Hardware*.]

Navvies :

Application of eight hours' day to: 7286.

Difficulty of securing stalwart: 8403.

High wages of Irish: 3229.

Navy :

Non-producing: 8406.

Oil-cake Manufacture :

Success of profit-sharing in: 5992.

Omnibuses :

London General Omnibus Company: 4315; 4323-41.

Degree of skill of drivers: 4320; 4334; 4340.

Monopoly in: 8425-7.

Minimum wage: 8423; 8427.

Packers :

Success of profit-sharing in: 5992.

Painters :

Application of eight hours' day to: 4498; 8530.

Effect of Léclaire's system (Paris) upon profits of house painters: 7574.

Hope Auxiliary Winter Fund of Painters and Glaziers: 1314.

House painters; provision of work during seasonal trades: 5834.

Labour registries, connection with: 1941; 6371.

Liability to accidents, degree of: 1679-81.

Mortality of: 1674-5; D. (p. 120); H. (p. 121-2); 1679-81.

Painters' Labourers :

Provision of work during seasonal trades: 4393; 4453-6; 4498; 5834.

Paper Bag Making :

Scottish Wholesale: 433.

* All references to "miners" not specifically referred to as iron or stone or Cornish miners, &c. have been placed under this heading, as well as specific references to "coal miners."

Paper Ruling :

Wages paid by day : 453.

Pawnbrokers :

Liverpool, Birkenhead District, Assistant Pawn-brokers : 1314.

Pencil Making :

In Germany, effects of boycotting : 7925.

Physician, Surgeon, and General Practitioner :

Mortality of : D. (p. 120) ; H. (p. 121-2).

Pianoforte Makers :

Amalgamated Society of French Polishers : 4893.
Dispute and settlement by conciliation : 4893-9.
Messrs. Brinsmead : 4893.

Plasterers :

Labour registries, connection with : 6379.

Platelayers :

Lincoln Co-operative Society : 35.

Plumbers :

Labour registries, connection with : 1941.
Mortality of : 1674-5 ; D. (p. 120) ; H. (p. 121-2) ; 1681 ; 1688.

Police :

Commissioners of : 3779 ; 7935.
Hours of park constables under London County Council : 7695.
Municipal, expenditure on : 7047 ; 8228 ; 8231.
Non-producing : 8406.
Steadiness of employment : 6930 ; 8189-90.
Wages of :
Average annual (1891) in London, Lancashire, and Yorkshire (West Riding), Board of Trade Report on : 4547 ; 4549 ; 6876.
Clothing of, effect upon : 6894-5.
Under London County Council :
Constables on open spaces : 7699.
Day constables on open spaces : 7715 ; 7719.
Gate-keepers : 7715.
Park constables : 7695 ; 7699.

Porters :

Coal porter, case of unemployed : 5805.
Labour Registries, connection with : 2023 ; 2059 ; 2068-9 ; 6244.

Pottery :

Bo'ness Co-operative Pottery : 412 ; 462-4.
Brownfield's Guild Pottery : 1804-8 ; 1831 ; 7566.
Conditions of trade (bad) : 1868-70.
Mortality of employed : 1674 ; D. (p. 120) ; F. (p. 121) ; H. (p. 121-2) ; 1678 ; 5362.

Preserves (see Jams).**Printing :**

Associations mentioned :
Birkacre Co-operative Society : 948-50.
Edinburgh Co-operative Printing Society : 7670.
Scottish Wholesale : 433.
Calculation of bonus : 778-82.
Wages paid by day : 453.
Hours worked : 603-8.
Class of employed : 5935-9.
Difficulty in defining the trade : 7035-6.

Printing—continued.

Distinction between compositors and pressmen : 1731.
Mortality of : 1675 ; D. (p. 120) ; E. (p. 121) ; 1676.
Regulation of hours (U.S.A.) for Government : 6655.
Success of profit-sharing in : 5992-4 (see also Subjects Index under *Profit-Sharing*, p. 70).
T. Bushill and Sons (Coventry) : 5895 (see also Subjects Index under *Firms*, p. 51).
Cassell and Co. : 5992.
Apprenticeship to be served : 5941-2.
Hazell, Watson and Co. : 5992.
Wages :
Advance in Coventry : 5955.
Of letter-press printers : 5897 ; 5940-2.

Professional (and Independent) Classes :

Marriage statistics : 1655 ; A. and B. (p. 119) ; 1658-61.
Mortality of : 1671-4.

Public-houses :

Application of eight hours' day to : 4835.

Quarrymen :

Board of Trade Reports on (1891) : 6876.
Clay diggers : 5403.
Convict labour in : 6477.
Co-operative Society (in Scotland) of : 725 ; 845.
Liability to accident, degree of : 1679-81 ; 7433-4
Mortality of : D. (p. 120) ; F. (p. 121) ; 1678-81 ; 5362 ; 5400.
Shale diggers : 5403.

Railways :

Accidents :
London and South-Western : 8331.
Pennsylvania Railway : 6819 ; 6453.
Practice with regard to insurance of employees against : 8331-3.
U.S.A. : 6815-8.
Associations and societies mentioned :
Amalgamated Society of Railway Servants : 7511.
Railway Men's National Programme : 7512-6.
Regulation of hours : 7512-6.
London and Suburban Railway Officials' Associations : 1314.
Capital in : 7913.
Commission of inquiry by U.S.A. into European, 'question of : 6710-1.
Comparison of New York Central with the North-Western : 8449.
Conciliation Board for : 5027.
Disputes of co-operators with railway companies concerning : 703-9 ; 795-802.
Effect on agriculture of want of proper accommodation of : 8564.
Eight hours' day, application to : 2609-10 ; 3755 ; 4225 ; 4267 ; 4302-3 ; 4463-4 ; 4491-3 ; 4510 ; 4602 ; 4647-55 ; 4678 ; 4684 ; 4686 ; 4688-9 ; 4715 ; 4721 ; 4742 ; 4747 ; 4758 ; 4762-3 ; 7021-2 ; 7038-40 ; 7516 ; 8167 ; 8412.
Engine-driver : 4225.
Porter : 2609 ; 3430 ; 4464 ; 4649-50.
Signalmen : 2609 ; 3430 ; 4267 ; 4463 ; 7516.
Employment in, steadiness of : 6930.
Enterprise in : 2802.
Friendly Societies : 1281.
Great Eastern : 1294-5.
Great Western : 1295.
London and South-Western : 1770-4.
Hungarian belt system : 8449.
Income (aggregate) of shareholders : 6950.

Railways—continued.

Interest of capital: 8294.

Investments:

In foreign: 6954.

Of: 7645.

Of working men in: 8279; 8283.

Mentioned:

Berlin-Hamburg: 4194.

Caledonian Railway: 796; 801.

Lancashire and Yorkshire: 27; 335.

London and South-Western Railway: 8331.

Midland: 335.

New York Central: 8449.

North British: 705-9; 795-6; 801-2.

North London: 2138; 2170.

North-Western: 8449; 8454.

Pennsylvania: 6819.

Minimum wage: 8423.

Monopoly in: 8424.

Municipalisation: 2098; 2112-28; 2251-2; 2516-21; 4044; 4118-201; 4640-55; 7929; 7989; 8060; 8398; 8419; 8432; 8446-63; 8482; 8491; 8496; 8541-6; 8562; 8601-5.

National Railway Commission (U.S.A.): 6710-1.

Number of workers: 6886.

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Private management of: 7931-2.

Purchase of land from farmers (U.S.A.) for: 7163.

Railway Department Board of Trade: 6763-4.

Report of Select Committee (House of Commons) on: 7420; 7512-5.

Report on "Railroad Labour," U.S.A. (1888): 6477; 6482; 7079-80; 7086; 8086-8.

Statistics on (Board of Trade): 6876; 6886.

Of accidents in: 6881.

Strike (the great): 5024.

Missouri Pacific in 1886: 6490-1; 6568; 6794.

Treatment of, during slack times: 4397.

Wages:

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